

# State Minimum-Wage Laws and Orders

AN ANALYSIS

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U. S. DEPARTMENT OF LABOR • WOMEN'S BUREAU • BULLETIN 167

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director



# STATE MINIMUM-WAGE LAWS AND ORDERS

AN ANALYSIS

By

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STATE MINIMUM WAGE LAWS  
AND ORDERS

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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, November 22, 1938.*

MADAM: I have the honor to submit a report presenting an analysis of the State minimum-wage laws and orders now in effect. Compiled with the closest attention to detail, these analyses are in great demand among the persons interested in the expanding program of the minimum wage.

This bulletin has been prepared by Florence P. Smith, research assistant.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,  
*Secretary of Labor.*

# STATE MINIMUM-WAGE LAWS AND ORDERS

December 1938

## SUMMARY

During the quarter of a century since the first minimum-wage law in the United States was passed,<sup>1</sup> the total number of such laws has increased to 27—25 States, the District of Columbia, and Puerto Rico having this type of legislation at the close of 1938. The States with wage laws on their statute books are Arizona, Arkansas, California, Colorado, Connecticut, Illinois, Kansas, Kentucky, Louisiana, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New York, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Utah, Washington, and Wisconsin.

These laws are broad in their coverage of industries, most of them being all-inclusive with a few listed exemptions, usually domestic service and agriculture. Most of the laws apply to women and minors, the exceptions being the laws of Arkansas, Louisiana, Nevada, South Dakota, and Puerto Rico, which cover women and girls, and the Oklahoma act, which applies to men as well as women and minors.<sup>2</sup>

All but a few of the minimum-wage laws provide for determination of wage rates by conferences or wage boards appointed to study the various industries and make recommendations to the State agencies authorized to fix minimum wages and issue orders. In Nevada, South Dakota, and Puerto Rico, however, the minimum wages to be paid were determined by the legislatures and are specified in the laws. While this is true also in Arkansas, the industrial welfare commission of that State has power to revise and adjust the wage to the cost of living.

Under the terms of the laws of Arkansas, California, Colorado, Kansas, Louisiana, Minnesota, North Dakota, Oklahoma, Oregon, Utah, Washington, Wisconsin, and the District of Columbia, the minimum-wage rates must be adequate to supply the necessary cost of living.

In Connecticut, Illinois, New Hampshire, New Jersey, Ohio, and Rhode Island the laws provide for setting wages "fairly and reasonably commensurate with the value of the service or class of service rendered" if there is evidence that wages paid are oppressive and unreasonable, that is, less than the fair and reasonable value of the service rendered and less than sufficient to meet the minimum cost of living necessary for health. The Rhode Island law says also that the wage board may consider what wages the industry can afford to pay. Arizona,

<sup>1</sup> The first law was passed in Massachusetts in 1912 and became effective July 1, 1913.

<sup>2</sup> Court action is pending in Oklahoma, where a technical defect in the law may invalidate it in its application to men and minors. Enforcement of wage orders is prevented at present by injunction.

Kentucky, Massachusetts, and Pennsylvania provide for a fair wage commensurate with the value of the service rendered and that the wage board in determining a minimum wage may<sup>3</sup> take into account the cost of living; New York provides that the wage board may take into account the value of the service rendered and the amount sufficient to provide adequate maintenance and protect health. Wages paid in the State for work of like or comparable character by employers voluntarily maintaining minimum fair wage standards may be considered by the wage boards in Arizona, Connecticut, Illinois, Kentucky, Massachusetts, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, and Rhode Island.<sup>3</sup>

Though under most of the laws the minimum wage is determined for each industry separately and orders have been issued in some States for a wide coverage of industries, two States—Minnesota and Wisconsin—have issued blanket orders applying to all industries in the State.<sup>4</sup>

Minimum-wage rates in effect at time of writing (December 1938) apply to approximately 1,000,000 women. With minimum-wage laws operating in more than half the States, including the most important industrial States, potential coverage extends to an estimated 4,000,000 women.<sup>5</sup>

In all, 108 wage orders have been issued, and—including the rates set in laws—minimum-wage rates are in effect in 22 States,<sup>6</sup> the District of Columbia, and Puerto Rico. These rates vary by State and industry,<sup>7</sup> but it is a significant fact that 87 percent of the rates set for women in manufacturing industries exceed the 25-cent hourly minimum fixed in the Federal Fair Labor Standards Act for persons employed in industries engaged in interstate commerce.<sup>8</sup> In fact, 35 percent run from 35 to 40 cents an hour, 72 percent are 30 cents an hour or more. Considering all rates set under State minimum-wage laws for women—for intrastate as well as interstate industries—90 percent exceed 25 cents, 74 percent are 30 cents or over, and 29 percent are 35 cents an hour or more.

Analyses follow of State minimum-wage laws and the wage orders issued under authority of the laws.

<sup>3</sup> The Arizona and Kentucky laws say *shall*.

<sup>4</sup> The Minnesota blanket order, however, has been modified because of litigation involving 4 industries for which separate orders will be issued.

<sup>5</sup> Estimates based on U. S. Census of Occupations, 1930.

<sup>6</sup> The States that have laws but have not yet set rates are Kansas, Kentucky, and Louisiana. (Since this report went to press Kentucky has adopted a blanket order and the single Utah order has been held void by the State Supreme Court on the basis of the procedure followed in setting the rates.)

<sup>7</sup> For variations allowed for locality, undertime, and overtime, see details in this report, pp. 3 to 34.

<sup>8</sup> The act sets minimum wages at 25 cents an hour for the first year, or until October 24, 1939; 30 cents for the next 6 years; thereafter, 40 cents an hour, or the rate fixed by an industry committee, but not less than 30 cents an hour.

# ANALYSIS OF STATE MINIMUM-WAGE ORDERS <sup>1</sup>

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Arizona:</b> No. 1..... Directory, Dec. 1, 1938. Mandatory, Feb. 1, 1939.	Retail, i. e., all selling of merchandise to consumer and not for purposes of resale in any form. <i>Exception:</i> Area extending 5 miles from port of entry at Nogales.	Women and female minors: Experienced.....  Inexperienced: First 6 months.....  Second 6 months.....	\$16 a week..... 35 cents an hour.....  \$12.50 a week..... 27½ cents an hour.....  \$14 a week..... 30 cents an hour.....	48 a week (8 a day, 6 days), or 42 a week (6 a day, 7 days). Less than 4 days a week, 8 hours each.  48 a week (8 a day, 6 days), or 42 a week (6 a day, 7 days). Less than 4 days a week, 8 hours each.  48 a week (8 a day, 6 days), or 42 a week (6 a day, 7 days). Less than 4 days a week, 8 hours each.
<b>Arkansas:</b> Mar. 20, 1915. (Wage fixed in law.) <sup>2</sup>	Manufacturing, mechanical or mercantile establishment, laundry, express or transportation company, hotel, restaurant, eating place, bank, building and loan association, insurance company, finance or credit business; company supplying water or electricity; work in elevators. <i>Exceptions:</i> Cotton factories; gathering of fruits or farm products; railroad companies whose hours are regulated by Federal laws.	Females: Experienced..... Inexperienced (less than 6 months)..... All..... do.....	\$1.25 a day..... \$1 a day..... Time and one-half..... Pro rata.....	9 a day, 54 a week. <sup>3</sup> Do. <sup>3</sup> Over 9 a day. <sup>4</sup> Less than 9 a day.
<b>California:</b> No. 5a, Apr. 8, 1923....	Mercantile. <i>Exceptions:</i> Workers in food catering departments. (See Order No. 12a.)	Women and minors: Experienced..... Inexperienced: Women (2 periods, 6 months each)..... Minors (4 periods, 6 months each)..... Elevator operators (3 weeks)..... Part-time (employed on hourly basis less than 8 hours a day): Women..... Minors (except errand boys).....	\$16 a week.....  \$12, \$14 a week..... \$10, \$11, \$12, \$14 a week..... \$12 a week.....  40 cents an hour..... 30 cents an hour.....	Standard week. <sup>5</sup>  Do. <sup>5</sup> Do. <sup>5</sup> Do. <sup>5</sup>  Less than 8 a day. Do.

<sup>1</sup> Provisions of flat-rate laws also included.

<sup>2</sup> Digest of statutes 1921, secs. 7108, 7114; supplement 1927, secs. 7109-7110; session laws 1935, Act 150; 1937, Act 83.

<sup>3</sup> Legal maximum hours.

<sup>4</sup> May be permitted by industrial welfare commission for 90 days a year only in industries such as canning and candy factories where it is shown that observance of the law would work irreparable injury.

<sup>5</sup> Legal maximum hours 8 a day, 48 a week. Standard week means regularly established number of hours of work in the place of employment.



## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>California</b> —Continued. No. 5a, Apr. 8, 1923...	Mercantile. <i>Exceptions:</i> Workers in food catering departments. (See order No. 12a.)	Women and minors—Continued. Special (employed on full-day basis 3 weeks or less): Women..... Minors..... Messenger and errand boys (minor): Experienced..... Inexperienced (3 weeks)..... Part-time.....	\$2.66 $\frac{2}{3}$ a day..... \$2 a day..... \$12 a week..... \$10.56 a week..... 25 cents an hour.....	8 a day. <sup>6</sup> Do. <sup>6</sup> Standard week. <sup>5</sup> Do. <sup>5</sup> Less than 8 a day.
No. 11a, May 8, 1923...	Manufacturing.....	Women and minors: Experienced..... Inexperienced: First 2 weeks: Time workers..... Piece workers..... Second 2 weeks..... Next 4 weeks..... Next 6 weeks..... Next 12 weeks..... Part-time (employed on hourly basis less than 8 hours a day): Women..... Minors..... Messenger and errand boys (minor): Experienced..... Inexperienced (3 weeks).....	\$16 a week <sup>7</sup> ..... \$9 a week; 18 $\frac{3}{4}$ cents an hour..... Actual piece rate earnings..... \$9 a week; 18 $\frac{3}{4}$ cents an hour..... \$10 a week; 21 cents an hour..... \$12 a week; 25 cents an hour..... \$14 a week; 29 $\frac{1}{4}$ cents an hour..... 40 cents an hour..... 30 cents an hour..... \$12 a week; 25 cents an hour..... \$10.56 a week; 22 cents an hour.....	Standard week. <sup>5</sup> Do. <sup>5</sup> Less than 8 a day. Do. Standard week. <sup>5</sup> Do. <sup>5</sup>
No. 7a, July 23, 1923...	Laundry and dry cleaning.....	Women and minors: Experienced..... Inexperienced (3 months)..... Part-time (employed on hourly basis less than 8 hours a day). Special (employed on full-day basis, less than standard week.) Women and female minors.....	\$16 a week <sup>7</sup> ..... \$14 a week..... 40 cents an hour..... \$2.67 a day..... \$16 a week..... 38 cents an hour, but not to exceed \$16 a week. (Deductions allowed for meals or lodging.)	Do. <sup>5</sup> Do. <sup>5</sup> Less than 8 a day. 8 a day. <sup>6</sup> 8 a day, 48 a week. <sup>6</sup> Less than 48 a week.
No. 12a, Sept. 14, 1923.	Hotel and restaurant, i. e., hotel, lodging, or apartment house, restaurant, cafeteria, or other place where food or drink is sold to be consumed on the premises; food catering department of any mercantile establishment; any hospital except graduate nurses, nurses in training, or other professional women.			

No. 15a, Sept. 14, 1923	Nut cracking and sorting	Women and minors: Experienced..... Inexperienced (3 weeks).....	33¼ cents an hour..... 25 cents an hour.....	8 a day, 48 a week. <sup>6</sup> Do. <sup>6</sup>
No. 6a, May 9, 1923	Fish canning	Women and minors: Experienced.....  Inexperienced (fancy packers, 3 weeks; all others, 1 week). Overtime (not allowed for minors, labelers, and office workers).	33¼ cents an hour.....  28 cents an hour..... 1¼ times the minimum..... Double the minimum..... 1¼ times the minimum..... Double 1¼ times the minimum.	8 a day, 48 a week. (Basic except for minors under 18, labelers, office workers.) Do. Over 8 and up to 12 a day. Over 12 a day, Day of rest—first 8 hours. Day of rest—after 8 hours.
No. 8a, Aug. 8, 1923	Fruit and vegetable packing	Women and minors: Dried fruit: Experienced..... Inexperienced (4 weeks)..... Citrus; green fruit and vegetable: Experienced.....  Inexperienced..... (Citrus, 3 months; green fruit and vegetable, 2 weeks; cherries, 1 season.) Overtime (women except office workers).	33¼ cents an hour..... 25 cents an hour..... 33¼ cents an hour.....  25 cents an hour.....  1¼ times the minimum..... Double the minimum..... 1¼ times the minimum..... Double 1¼ times the minimum.	8 a day, 48 a week. <sup>6</sup> Do. <sup>6</sup>  8 a day, 48 a week. (Basic except for minors and office workers.) Do. Over 8 and up to 12 a day. Over 12 a day, Day of rest—first 8 hours. Day of rest—over 8 hours.
No. 3a, Sept. 14, 1929	Fruit and vegetable canning	Experienced (women; minors).....  Inexperienced (women; minors) (2 weeks). Overtime (women over 18, except labelers).  Male minors under 18 in occupations where no females are employed.	33¼ cents an hour.....  25 cents an hour..... 1¼ times regular rate..... Double regular rate..... 1¼ times regular rate..... Double 1¼ times regular rate..... 25 cents an hour.....	8 a day, 48 a week. (Basic except for labelers and minors under 18.) Do. Over 8 and up to 12 a day. Over 12 a day, Day of rest—first 8 hours. Day of rest—over 8 hours. 8 a day, 48 a week. <sup>6</sup>

<sup>5</sup> Legal maximum hours 8 a day, 48 a week. Standard week means regularly established number of hours of work in the place of employment.

<sup>6</sup> Legal maximum hours.

<sup>7</sup> The order specifies \$16 for the "standard week" (see footnote 5) but by resolution adopted May 24, 1934, the industrial welfare commission requires 33¼ cents an hour if 8 hours are worked in 1 day and 40 cents an hour for less than 8 hours a day, i. e., \$16 only if 48 hours are worked.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>California—Continued.</b> No. 9a, Aug. 28, 1933...	General and professional offices.....	Women and minors. Experienced..... Inexperienced: 18 years and over (2 periods, 3 months each). Under 18 years (3 periods, 2 months each). Overtime (women not covered by hour law and who received less than \$30 a week). Part-time: Over 18 years or experienced under 18. Inexperienced under 18..... Special (employed on temporary basis less than 2 weeks): Over 18 years or experienced under 18. Inexperienced under 18..... Messenger and errand boys under 18. Experienced: Women and minors..... Minors under 18 in occupations where no adult women are employed. Inexperienced (first 3 weeks in occupation): Women..... Minors..... Part-time: Women..... Minors.....	\$16 a week..... \$12, \$14 a week..... \$10, \$12, \$14 a week..... 1½ times regular rate..... 40 cents an hour (not over \$2.67 a day). 30 cents an hour (not over \$2 a day). \$2.67 a day..... \$2 a day..... 25 cents an hour..... \$16 a week..... \$12 a week..... \$12 a week..... \$10.56 a week..... 40 cents an hour..... 30 cents an hour.....	8 a day, 48 a week. <sup>8</sup> Do. <sup>8</sup> Do. <sup>8</sup> Over 48 a week. <sup>9</sup> Less than 8 a day. Do. 8 a day. Do. 8 a day, 48 a week. <sup>8</sup> Standard week. <sup>8</sup> Do. <sup>8</sup> Do. <sup>8</sup> Do. <sup>8</sup> Less than 6 a day. Do.
No. 10a, Sept. 14, 1933...	Unclassified occupations, i. e., all employment not included in other orders. <i>Exceptions:</i> Telephone and telegraph industries, professional occupations, domestic labor, harvesting, curing or drying of fruits and vegetables.	Women and minors: Zone A: <sup>10</sup> Experienced.....  Inexperienced (2 weeks).....	\$12.80 a week..... 32 cents an hour..... Time and one-half..... 32 cents an hour..... 20 percent less than hourly rate.	40 a week or less. Over 40 to 45 a week. Over 45 to 48 a week. <sup>11</sup> Less than 24 a week. <sup>12</sup>
<b>Colorado</b> No. 1, June 20, 1938...	Laundry, i. e., all occupations directly concerned with the cleansing, finishing, collection, and distribution of laundry wares; washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabric of any kind whatsoever; collecting, sale, or resale or distribution at retail			

No. 2, Jan. 16, 1939.....	or wholesale of laundry services; producing of laundry service for their own use by business establishments, clubs, or profit-making institutions. <i>Exceptions:</i> Charitable institutions that pay no wages to workers in their own laundries and in which only inmates are employed; employees in private homes doing employers' work only.	Zone B: <sup>10</sup>		
	Retail, i. e., selling of merchandise to the consumer, not for the purpose of resale, in any form within the State.	Experienced.....	\$11.20 a week..... 28 cents an hour..... Time and one-half..... 28 cents an hour..... 20 percent less than hourly rate.	40 a week or less. Over 40 to 45 a week. Over 45 to 48 a week. <sup>11</sup> Less than 24 a week. <sup>12</sup>
		Inexperienced (2 weeks).....		
		Women and minors:		
		Zone A (cities of 30,000 or more population and 5 miles beyond their boundaries):		
		Experienced.....	\$14 a week; 29½ cents an hour.....	48 a week, 6 days. <sup>11</sup>
		Inexperienced:		
		Women (4 months).....	75 percent of minimum for experienced workers.	48 a week, 6 days. <sup>11</sup>
		Minors under 18:		
		First 3 months.....	75 percent of minimum for experienced workers.	Do. <sup>11</sup>
		Second 3 months.....	87½ percent of minimum for experienced workers.	Do. <sup>11</sup>
		Overtime:		
		For 3 peak weeks in first 6 months and 4 peak weeks in second 6 months of calendar year.	Regular hourly rate.....	Over 48 to 56 a week. <sup>11</sup>
		All other times.....	Time and one-half the regular hourly rate.	Over 48 a week. <sup>11</sup>
		Part-time.....	Hourly rate for full-time workers.	Less than 48 a week.
		Zone B (cities and towns of 5,000 and under 30,000 population):		
		Experienced.....	\$13 a week; 27½ cents an hour.....	48 a week, 6 days. <sup>11</sup>
		Inexperienced:		
		Women (4 months).....	75 percent of minimum for experienced workers.	48 a week, 6 days. <sup>11</sup>
		Minors under 18:		
		First 3 months.....	75 percent of minimum for experienced workers.	Do. <sup>11</sup>
		Second 3 months.....	87½ percent of minimum for experienced workers.	Do. <sup>11</sup>

<sup>5</sup> Legal maximum hours 8 a day, 48 a week. Standard week means regularly established number of hours of work in the place of employment.

<sup>6</sup> Legal maximum hours.

<sup>8</sup> Legal maximum hours for minors under 18 and for women 18 and over in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, hospital, barber shop, place of amusement, restaurant, telegraph or telephone establishment or office, the operation of elevators in office buildings, express or transportation company. *Exceptions:* Nurses in hospitals; harvesting, curing, canning, or drying of any fruit, fish, or vegetable during period necessary to save products from spoiling.

<sup>9</sup> The order says that women over 18 not subject to the hour law and who receive \$30 or more a week may be employed over 48 hours in case of emergency.

<sup>10</sup> Zone A.—Denver, Pueblo, and within a radius of 15 miles thereof; also, from June 1 to Sept. 1, Colorado Springs, Estes Park, and within a radius of 15 miles thereof. Zone B.—Remainder of State, and from Sept. 2 to May 31, Colorado Springs, Estes Park, and within a radius of 15 miles thereof.

<sup>11</sup> For women and minors under 18 the laundry order provides maximum hours of 8 a day, 6 days a week; the retail order provides a basic 48-hour week, and except during emergency peak periods, 1 day's rest in 7. The minimum-wage law allows for overtime in emergencies if the minimum wage is increased. The hour law, applicable to females 16 and over, limits hours to 8 a day, without specifying a weekly limit of hours or days.

<sup>12</sup> Applicable only to part-time workers defined as workers who request and are granted a permit by the industrial commission to work less than 24 hours a week. Other workers employed any number of hours up to and including 40 a week must be paid \$12.80 in zone A, \$11.20 in zone B.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Colorado</b> —Continued. No. 2, Jan. 16, 1939— (Continued)	Retail, i. e., selling of merchandise to the consumer, not for the purpose of resale, in any form within the State.	Women and minors—Continued. Zone B—Continued. Overtime: For 3 peak weeks in first 6 months and 4 peak weeks in second 6 months of calendar year. All other times..... Part-time..... Zone C (towns and communities under 5,000 population): Experienced..... Inexperienced: Women (4 months)..... Minors under 18: First 3 months..... Second 3 months..... Overtime: For 3 peak weeks in first 6 months and 4 peak weeks in second 6 months of calendar year. All other times..... Part-time.....	Regular hourly rate..... Time and one-half the regular hourly rate. Hourly rate for full-time workers. \$11 a week; 22½ cents an hour.. 75 percent of minimum for experienced workers. do..... 87½ percent of minimum for experienced workers. Regular hourly rate..... Time and one-half the regular hourly rate. Hourly rates for full-time workers.	Over 48 to 56 a week. <sup>11</sup> Over 48 a week. <sup>11</sup> Less than 48 a week. 48 a week, 6 days. <sup>11</sup> Do. <sup>11</sup> Do. <sup>11</sup> Do. <sup>11</sup> Over 48 to 56 a week. <sup>11</sup> Over 48 a week. <sup>11</sup> Less than 48 a week.
<b>Connecticut:</b> [No. 1]..... Directory, Mar. 21, 1934. No. 2..... Directory, Feb. 15, 1938.	Lace—thread drawing..... Men's single pants, i. e., men's or boys' single pants, including long pants, knee pants and slacks, of any material; operations incidental to the manufacture of such products.	Women and minors (home workers).. Women and minors: Experienced..... Inexperienced: First 3 months..... Second 3 months.....	\$13 a week (12 cents per gross yards, 1 thread; 18 cents per gross yards, 2 threads). 35 cents an hour..... 20 cents an hour..... 25 cents an hour.....	40 a week. 9 a day, 48 a week. <sup>12</sup> Do. <sup>13</sup> Do. <sup>13</sup>



No. 3..... Directory, May 10, 1938.	Laundry, i. e., washing, ironing or processing incidental thereto, for compensation, of laundry wares, including dry cleaning and all other operations carried on in establishments whose chief business is the above; collecting, sale, or resale or distribution at retail or wholesale of laundry service and the keeping of accounts, billing, and any other clerical work in connection therewith; producing of laundry service for their own use by business establishments, clubs, or other public or private institutions. <i>Exception:</i> State institutions.	Women and minors.....	\$10.50 a week..... 30 cents an hour..... 33 cents an hour.....	32 to 35 a week. Over 35 a week. <sup>13</sup> 31 or less a week.
No. 4..... Directory, Jan. 9, 1939.	Cleaning and dyeing, i. e., cleaning, dyeing, redyeing, or pressing garments (including hats), upholstery, rugs, or any other fabrics and any process incidental thereto, including collecting and receiving such articles for the above purposes, or giving out or collecting such articles after they have been cleaned, dyed, redyed, or pressed. <i>Exceptions:</i> Establishments manufacturing textiles or garments, including hats. Services included are productive, office, clerical, supervisory, repairing, delivery, store, or any other service whatsoever.	Women and minors: Plant employees: Experienced..... Inexperienced (4 months)..... Store, office, and delivery employees, i. e., receiving clerks and other employees waiting on trade, bookkeepers and assistants, telephone operators and other office workers, employees checking out garments, and delivery workers.	35 cents an hour..... 30 cents an hour..... \$14.40 a week..... 35 cents an hour.....	9 a day, 48 a week. <sup>13</sup> Do. <sup>13</sup> 41 to 48 a week. <sup>13</sup> Less than 41 a week.
District of Columbia: No. 3, Feb. 14, 1938.....	Retail trade.....	Women 18 years and over: Experienced..... Inexperienced: First 6 months..... Second 6 months..... Part-time..... Minors under 18 years: Inexperienced: First 12 months..... Next 6 months..... Thereafter <sup>15</sup> ..... Part-time.....	\$17 a week..... \$13 a week..... \$15 a week..... 40 cents an hour..... \$13 a week..... \$15 a week..... \$17 a week..... 30 cents an hour.....	40 to 48 a week or standard week. <sup>14</sup> Do. <sup>14</sup> Do. <sup>14</sup> Less than 40 a week or less than standard week. <sup>14</sup> 40 to 48 a week or standard week. <sup>14</sup> Do. <sup>14</sup> Do. <sup>14</sup> Less than 40 a week or less than standard week. <sup>14</sup>

<sup>11</sup> For women and minors under 18 the laundry order provides maximum hours of 8 a day, 6 days a week; the retail order provides a basic 48-hour week, and except during emergency peak periods, 1 day's rest in 7. The minimum-wage law allows for overtime in emergencies if the minimum wage is increased. The hour law, applicable to females 16 and over, limits hours to 8 a day, without specifying a weekly limit of hours or days.

<sup>13</sup> Legal maximum hours 9 a day, 48 a week, for women and minors under 18. In cases of emergency and of seasonal or peak demand, commissioner of labor may allow 10 hours a day, 55 a week, for not more than 8 weeks in any 12 consecutive months.

<sup>14</sup> Legal maximum hours 8 a day, 48 a week. Standard workweek means regular workweek fixed in any establishment.

<sup>15</sup> For a girl who has reached her 18th birthday after 12 months' experience, the minimum is \$17; after 6 months' experience, \$15.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>District of Columbia—</b> Continued. No. 4, May 8, 1938....	Public housekeeping, i. e., waitresses, cooks, counter girls, salad girls, food checkers, bus girls, vegetable girls, dish and glass washers, kitchen help, chambermaids, parlor maids, linen-room girls, cleaners, janitresses, charwomen, telephone operators, hat-check girls, elevator operators, cashiers, clerical workers, and all such nonprofessional workers as may be properly classified in this occupation in (1) restaurants, either licensed or unlicensed whether operated as the principal business of the employer or as a department or unit of another business, (2) lunch counters, (3) cafeterias, (4) catering, banquet, or box-lunch service, (5) curb service, (6) boarding houses that offer meals for sale to 5 or more persons, and (7) all other establishments whatsoever where lunches, meals, or food in either solid and/or liquid form are prepared for and served to the public, (8) hotels, (9) apartment houses, (10) rooming houses offering rooms for rent to 5 or more persons, (11) auto-camps, (12) clubs, (13) hospitals, (14) private schools, (15) colleges, and (16) any other establishments offering rooms for rent to the public; and (17) women engaged in the care and servicing of apartment houses, theaters, office buildings, retail stores, and other similar establishments as well as in those listed above.	Women and minors: Telephone operators, hat-check girls, elevator operators, cashiers, clerical workers, and all similar workers. Counter girls, salad girls, food checkers, cooks, bus girls, and all similar workers.  Chambermaids, parlor maids, linen-room girls, cleaners, janitresses, charwomen, vegetable girls, dish and glass washers, kitchen help, and all similar workers. Waitresses.....	\$17 a week..... 40 cents an hour..... \$16.50 a week..... 40 cents an hour..... \$14.50 a week..... 35 cents an hour.....  \$13.25 a week; \$16.50 where tipping is not allowed. 40 cents an hour.....  (Deductions allowed for meals or lodging.)	40 to 48 a week or standard week. <sup>16</sup> Less than 40 a week or less than standard week. <sup>16</sup> 40 to 48 a week or standard week. <sup>16</sup> Less than 40 a week or less than standard week. <sup>16</sup> 40 to 48 a week or standard week. <sup>16</sup> Less than 40 a week or less than standard week. <sup>16</sup>  36 to 48 a week or standard week. <sup>16</sup> Less than 36 a week or less than standard week. <sup>16</sup>
No. 5, July 5, 1938....	Laundry, dry cleaning, and dyeing, i. e., cleansing, dyeing, pressing or processing or any other work incidental thereto, for compensation, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind whatsoever; the collection, sale, resale, or distribution at retail or wholesale of these services; and the producing of such services on its own behalf by any establishment, business, institution or club, or hospital, which services may be incidental to its present business.	Women and minors: Productive plant workers and similar workers.  Store clerks and similar workers: Experienced.....	\$14.50 a week..... 35 cents an hour..... 40 cents an hour..... \$17 a week..... 40 cents an hour.....	Over 16 to 44 a week.  Over 44 to 48 a week, or over 88 in 2 consecutive weeks. <sup>17</sup> 16 or less a week.  40 to 48 a week or standard week. <sup>14</sup> Less than 40 a week or less than standard week.

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No. 6, Sept. 26, 1938.	Nonprofessional workers included are washers, cleaners, dyers, sorters, classifiers, shakers, starchers, markers, catchers, ironers, pressers, flat-work operators, press operators, folders, finishers, packers, wrappers, menders, foreladies, solicitors, collectors, distributors, sellers, office workers, elevator operators, telephone operators, and all others engaged directly or indirectly in washing, ironing, processing, cleaning, dyeing, repairing, collecting, selling, reselling or distributing laundry, dry cleaning or dyeing services at retail or wholesale, in laundry, dry cleaning, dyeing, pressing establishments, department stores, hotels, institutions or in any other type of establishment where such work is performed.	Inexperienced (2 months).....	\$14.50 a week.....	40 to 48 a week. <sup>14</sup>
		Office workers, elevator and telephone operators and similar workers.	\$17 a week.....	40 to 48 a week or standard week. <sup>14</sup>
			40 cents an hour.....	Less than 40 a week or less than standard week. <sup>14</sup>
	Beauty culture or cosmetology, i. e., selling or servicing in occupations such as shampooing, waving, straightening, tinting, dyeing, bleaching, cutting, trimming hair; eyebrow and eyelash care; manicuring; pedicuring; massaging; removing superfluous hair, warts, or moles by use of electric needle; health and beauty treatments, including facial treatments, baths and calisthenics; and any other phase of the business.	Women and minors:		
		Beauty culturists, cosmetologists, manicurists, hairdressers, and similar workers:		
		Experienced.....	\$18 a week.....	36 to 48 a week or standard week. <sup>15</sup>
			50 cents an hour.....	Less than 36 a week or less than standard week. <sup>15</sup>
			50 cents an hour.....	Over 48 a week. <sup>15</sup>
		Registered learners.....	\$13 a week.....	36 to 48 a week or standard week. <sup>15</sup>
				Do. <sup>15</sup>
		Junior operator (for 4 months after issuance of operator's license).	\$15 a week.....	Do. <sup>15</sup>
		Cashiers, telephone operators, appointment desk clerks, clerical workers, and similar workers.	\$17 a week.....	
			40 cents and hour.....	Less than 36 a week or less than standard week. <sup>15</sup>
			40 cents an hour.....	Over 48 a week. <sup>15</sup>
		Maids and cleaners.....	\$14.50 a week.....	36 to 48 a week or standard week. <sup>15</sup>
			35 cents an hour.....	Less than 36 a week or less than standard week. <sup>15</sup>
			35 cents an hour.....	Over 48 a week. <sup>15</sup>

<sup>14</sup> Legal maximum hours 8 a day, 48 a week. Standard workweek means regular workweek fixed in any establishment.

<sup>16</sup> Legal maximum hours 8 a day, 48 a week, for women in most occupations and for minors under 18. Standard workweek means regular workweek in any establishment. For workers whose hours are not limited by law, an additional 5 cents an hour must be paid for hours over 54 a week.

<sup>17</sup> Legal maximum hours 8 a day, 48 a week. The 44 hours a week may be averaged over 2 consecutive weeks, and the overtime rate shall apply only when more than 88 hours are worked in 2 consecutive weeks.

<sup>18</sup> Legal maximum hours 8 a day, 48 a week, for minors under 18; the same for women if shop can be classified as a mercantile establishment, i. e., if it sells other than service. Standard workweek means regular workweek fixed in any establishment.

# ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>District of Columbia—Continued.</b> Recommendations of wage board, Dec. 7, 1938.	Office and previously unclassified. <i>Exceptions:</i> Manufacturing and wholesaling.	Women: Experienced.....	\$17 a week..... 50 cents an hour..... do.....	30 to 44 a week. Over 44 a week. Less than 30 a week.
		Inexperienced (6 months)..... Elevator operators.....	\$14 a week..... \$17 a week..... 40 cents an hour..... do.....	30 to 44 a week. 40 to 48 a week. Over 48 a week. Less than 40 a week.
		Maids and cleaners.....	\$14.50 a week..... 35 cents an hour..... do.....	40 to 48 a week. Over 48 a week. Less than 40 a week.
<b>Illinois:</b> No. 1..... Directory, Feb. 11, 1935.	Macaroni, spaghetti, and noodle.....	Women and minors.....	35 cents an hour..... 46½ cents an hour..... 38½ cents an hour (10 percent added to basic rate), not over \$14 a week.	40 a week. Over 40 a week. <sup>19</sup> Less than 40 a week.
No. 2..... Directory, July 15, 1935.	Laundry, i. e., all processes directly concerned with the cleansing, collection, or distribution of laundry services. <i>Exceptions:</i> Plant maintenance; office work.	Women and minors: District I (Cook, Will, Lake, DuPage, and Kane Counties).	28 cents an hour; \$11.20 a week..... 28 cents an hour <sup>20</sup> ..... 42 cents an hour <sup>20</sup> ..... 30½ cents an hour.....	40 a week. Over 40 to 44 a week. Over 44. <sup>19</sup> Less than 25 a week.
No. 1..... Mandatory, Aug. 2, 1937. <sup>20</sup>	Laundry establishment, i. e., any place in which one is engaged in any phase of the laundry trade.	District II (except District I counties north of and including Calhoun, Jersey, Macoupin, Montgomery, Shelby, Cumberland, and Clark).	25 cents an hour, \$10 a week..... 25 cents an hour <sup>20</sup> ..... 37½ cents an hour <sup>20</sup> ..... 27½ cents an hour.....	40 a week. Over 40 to 44 a week. Over 44 a week. <sup>19</sup> Less than 25 a week.
		District III (counties south of and including Madison, Bond, Fayette, Effingham, Jasper, and Crawford).	23 cents an hour; \$9.20 a week..... 23 cents an hour <sup>20</sup> ..... 34½ cents an hour <sup>20</sup> ..... 25½ cents an hour.....	40 a week. Over 40 to 44 a week. Over 44 a week. <sup>19</sup> Less than 25 a week.
No. 3..... Directory, Oct. 21, 1935.	Beauty culture, i. e., shampooing, waving, or straightening hair; scalp and facial treatments; eyebrow shaping, eyelash and eyebrow dyeing; manicuring, hand and arm massage; hair cutting or trimming, tinting, and bleaching; removal of superfluous hair, warts, or moles by use of an electric needle; demonstrating cosmetics, supplies, and equipment; desk appointment girls and those selling cosmetics; cashiers and bookkeepers; managers; maids	Women and minors: Registered beauty culturists, manicurists, desk clerks, and shop managers.	\$16.50 a week..... \$16.50 a week..... 55 cents an hour..... 74 cents an hour.....	45 a week. Over 45 to 48 a week. Over 48 a week. <sup>21</sup> Sundays and legal holidays.
No. 2..... Mandatory, Mar. 21, 1938.		Apprentices: First year.....	\$10 a week..... \$10 a week..... 33 cents an hour..... 44 cents an hour.....	45 a week. Over 45 to 48 a week. Over 48 a week. <sup>21</sup> Sundays and legal holidays.



	and cleaning women; all females and male minors employed by the owner or manager of a beauty shop.	Second year.....	\$12.50 a week..... \$12.50 a week..... 42 cents an hour..... 56 cents an hour..... \$15 a week..... \$15 a week..... 50 cents an hour..... 66 cents an hour..... 30 cents an hour..... \$3 a day.....	45 a week. Over 45 to 48 a week. Over 48 a week. <sup>11</sup> Sundays and legal holidays. 45 a week. Over 45 to 48 a week. Over 48 a week. <sup>11</sup> Sundays and legal holidays. 8 a day, 48 a week. <sup>11</sup> 8 a day or less.
		Maids.....		
		Cleaning women..... Part-time, except cleaning women (less than 45 hours a week). Overtime.....	Same as rates for more than 48 hours a week.	Over 8 a day. <sup>11</sup>
No. 4..... Directory, May 1, 1938.	Wash dress, i. e., production or manufacture of women's and children's cotton, rayon, and linen dresses, aprons, and uniforms.	Women and minors: Experienced..... Inexperienced: First 8 weeks..... Second 8 weeks..... Overtime.....	\$14.80 a week; 37 cents an hour.. \$7.40 a week..... \$11.10 a week..... 1 1/4 times the hourly rates.....	40 a week. Do. Do. Over 40 a week. <sup>19</sup>
Massachusetts: No. 1..... Directory, Oct. 1, 1935. Mandatory, Oct. 1, 1937.	Laundry and dry cleaning, i. e., any activity concerned with the washing, ironing, or processing incidental thereto of any kind of fabric or laundry wares; collection, distribution, or sale of laundry service; any activity directly concerned with the cleaning, refreshing, or restoration of any fabric or article of wearing apparel including pressing or other work incidental thereto or performed in connection therewith, collection, distribution, or sale of dry-cleaning service. The producing or rendering of any of the above activities or services by the employer upon his own behalf or for others.	Women and minors: Experienced.....  Inexperienced (4 weeks).....	30 cents an hour..... 33 cents an hour; but not more than 35 times basic minimum a week. 27 1/4 cents an hour.....	35 or over a week. <sup>22</sup> Less than 35 a week. 9 a day, 48 a week. <sup>22</sup>
No. 2..... Directory, May 1, 1936. Mandatory, Oct. 1, 1937.	Electrical equipment and supplies, i. e., incandescent lamps, electric-lighting accessories, radios, radio parts, mica, insulated wire, fuses, signal and protective systems, and various kinds of electrical appliances and devices for household and office use, telephone cords, fire-alarm apparatus, electric-light sockets, automobile lighting fixtures, spark plugs, electric irons, and similar devices.	Women and minors: Experienced..... Inexperienced (6 months, 3 in 1 fac- tory).	35 cents an hour..... 30 cents an hour.....	Do. <sup>21</sup> Do. <sup>21</sup>

<sup>19</sup> Legal maximum hours 8 a day, 48 a week for females.<sup>20</sup> Rates for hours over 40 not yet mandatory.<sup>21</sup> Legal maximum hours 8 a day, 48 a week; in mercantile establishments 9 a day, 54 a week, allowed during 4 weeks a year.<sup>22</sup> Legal maximum hours 9 a day, 48 a week, for women and minors 16 and under 18. Full time (where indicated) means the number of hours a week required by employer and permitted by State law.



## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Massachusetts—Con.</b>				
No. 3..... Directory, Oct. 1, 1936. Mandatory, Oct. 1, 1937.	Retailstore. <i>Exceptions:</i> Occupations covered by other minimum fair wage orders.	Women and minors: Experienced (age 19 or over, with 1 year in the occupation): Class A (cities over 500,000 popula- tion). Class B (cities over 30,000 and under 500,000 population). Class C (communities of 30,000 and under). Inexperienced (age 18 or over, with less than 1 year in the occupa- tion; and 18 years irrespective of experience): Class A (see above) ..... Class B (see above) ..... Class C (see above) ..... Under 18 years: Class A (see above) ..... Class B (see above) ..... Class C (see above) ..... Part-time.....	\$14.50 a week..... \$14 a week..... \$13.50 a week..... \$13.50 a week..... \$13 a week..... \$12.50 a week..... \$12.50 a week..... \$12 a week..... do..... Hourly rates based on hours of full-time women workers.	Full time, i. e., 36 a week or over. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup> Less than 36 a week.
No. 4..... Directory, Mar. 1, 1937. Mandatory, Oct. 1, 1937.	Boot and shoe cut stock and findings, i. e., counters, innersoles, shoe trimmings and ornaments, stays, wood and leather heels, shanks, rands, and similar lines.	Women and minors: Experienced..... Inexperienced (less than 3 months).....	\$14.70 a week..... \$12 a week.....	Full time. <sup>22</sup> Do. <sup>22</sup>
No. 5..... Directory, Mar. 1, 1937. Mandatory, Oct. 1, 1937.	Men's clothing and raincoat: Men's and boys' wool clothing, i. e., suits, topcoats, overcoats, and single pants.  Raincoats, work clothing, mackinaws, melton and leather jackets, cotton slacks, ski suits.	Women and minors: Experienced..... Inexperienced: 1 to 3 months..... 3 to 9 months..... Overtime..... Experienced..... Inexperienced: 1 to 3 months..... 3 to 9 months..... Overtime..... Pro rata.....	40 cents an hour..... \$9 a week..... \$12 a week..... Pro rata..... \$14.50 a week..... \$9 a week..... \$12 a week..... Pro rata.....	36 a week. Do. Do. Over 36 a week. <sup>22</sup> 40 a week. Do. Do. Over 40 a week. <sup>22</sup>
No. 6..... Directory, Mar. 1, 1937. Mandatory, Oct. 1, 1937.	Candy.....	Women and minors: Experienced..... Inexperienced: Less than 6 months..... 6 to 12 months.....	\$14.40 a week; 30 cents an hour..... \$9.00 a week; 20 cents an hour..... \$12 a week; 25 cents an hour.....	48 a week. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup>

No. 7----- Directory, Mar. 1, 1937. Mandatory, Oct. 1, 1937.	Men's furnishings, i. e., overalls, work shirts, work pants, garters, suspenders, dress shirts, neckwear, collars, underwear, and pajamas.	Women and minors: Experienced----- Inexperienced: Less than 3 months----- 3 to 6 months-----	\$14 a week; 35 cents an hour--- Do. <sup>22</sup> Do. <sup>22</sup> \$8.50 a week; 21¼ cents an hour. \$10 a week; 25 cents an hour.	40 a week. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup>
No. 8----- Directory, Mar. 1, 1937. Mandatory, Oct. 1, 1937.	Brush-----	Women and minors: Experienced----- Inexperienced (6 months)-----	32½ cents an hour----- 24 cents an hour-----	9 a day, 48 a week. <sup>22</sup> Do. <sup>22</sup>
No. 9----- Directory, Mar. 1, 1937. Mandatory, Oct. 1, 1937.	Women's clothing, i. e., coats, suits, skirts, dresses, waists, and blouses.	Women and minors: Experienced----- Inexperienced (36 weeks)-----	35 cents an hour----- 25 cents an hour-----	Do. <sup>22</sup> Do. <sup>22</sup>
No. 10----- Directory, Apr. 1, 1937. Mandatory, Oct. 1, 1937.	Corset, i. e., corsets, girdles, corset-brassiere com- binations, belts, bands, garters to complete a garment, and all similar related lines.	Women and minors: Experienced----- Inexperienced (under age 17, less than 1 year in industry).	\$14 a week; 29¼ cents an hour--- \$10 a week; 20½ cents an hour---	Full time. <sup>22</sup> Do. <sup>22</sup>
No. 11----- Directory, July 15, 1937. Mandatory, Jan. 1, 1938.	Stationery goods and envelopes, including tab- lets, blankbooks, tissue-paper products, greet- ing cards, card-filing equipment, and miscel- laneous paper goods.	Women and minors: Experienced: 18 years and over----- Under 18-----  Inexperienced (under age 18, less than 9 months in 1 establishment or on a specific operation).	\$14.50 a week----- 33 cents an hour----- \$13.75 a week----- 31¼ cents an hour----- \$11.50 a week----- 26¼ cents-----	44 a week or less. Over 44 a week. <sup>22</sup> 44 a week or less. Over 44 a week. <sup>22</sup> 44 a week or less. Over 44 a week. <sup>22</sup>
No. 12----- Directory, Aug. 1, 1937. Mandatory, Jan. 1, 1938.	Toys, games, and sporting goods, i. e., toys, games, kindergarten supplies, and sporting goods.	Women and minors: Experienced----- Inexperienced: Less than 6 weeks----- 6 weeks to 1 year----- Overtime-----	\$14 a week; 35 cents an hour--- \$11 a week; 27¼ cents an hour--- \$13 a week; 32½ cents an hour--- Pro rata-----	40 a week. Do. Do. Over 40. <sup>22</sup>
No. 13----- Directory, Oct. 1, 1937. Mandatory, July 1, 1938.	Women's and children's underwear, neckwear, and cotton garment, i. e., house dresses, aprons, underwear, neckwear, children's clothing, and similar lines.	Women and minors: Experienced----- Inexperienced: Less than 3 months----- 3 to 6 months-----	\$14 a week; 35 cents an hour--- \$8.50 a week; 21¼ cents an hour. \$10 a week; 25 cents an hour---	40 a week. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup>
No. 14----- Directory, Mar. 1, 1938. Mandatory, Nov. 1, 1938.	Druggists' preparations, proprietary medicines, and chemical compounds, i. e., salves, lini- ments, emulsions, talcum powders, sachets, cosmetics, perfumes, toilet waters, cold creams, hair restorers, cough syrups, pills, druggists' supplies, headache powders, troches, tooth powders, elixirs, ointments, tinctures, and similar lines.	Women and minors: Experienced----- Inexperienced: Less than 6 months----- 6 months to 1 year-----	35 cents an hour----- 25 cents an hour----- 30 cents an hour-----	9 a day, 48 a week. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup>

<sup>22</sup> Legal maximum hours 9 a day, 48 a week, for women and minors 16 and under 18. Full time (where indicated) means the number of hours a week required by employer and permitted by State law.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Massachusetts—Con.</b>				
No. 15..... Directory, May 1, 1938. Mandatory, Nov. 1, 1938.	Bread and bakery products, i. e., bread, cakes, crackers, and all other bakery products.	Women and minors: Cities of 100,000 population and over. Cities and towns of 25,000 and under 100,000 population. Cities and towns of under 25,000 population.	\$14 a week..... \$13 a week..... \$12 a week.....	Full time. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup>
No. 16..... Directory, May 1, 1938. Mandatory, Nov. 1, 1938.	Pocketbook and leather goods, i. e., pocketbooks, bags, brief cases, leather and imitation leather goods, suit cases, trunks, card cases, desk sets, dog collars, and similar lines.	Women and minors: Experienced..... Inexperienced (less than 3 months).....	35 cents an hour; \$14 a week..... 35 cents an hour..... 26¼ cents an hour; \$10.50 a week..... 26¼ cents an hour.....	40 a week. Over 40 a week. <sup>22</sup> 40 a week. Over 40 a week. <sup>22</sup>
No. 17..... Directory, Aug. 1, 1938. Mandatory, Nov. 2, 1938.	Paper box, i. e., set-up, folding and corrugated boxes. Includes plants manufacturing for the trade as well as for their own consumption.	Women and minors: Experienced..... Inexperienced (less than 6 months).....	35 cents an hour..... 30 cents an hour.....	9 a day, 48 a week. <sup>22</sup> Do. <sup>22</sup>
No. 18..... Directory, Oct. 1, 1938.	Millinery, i. e., the front shop which manufactures ladies', misses', and children's headwear (trimmed or untrimmed, of any material) by blocking, operating, cutting, moulding, making, trimming, and similar operations, and the finishing of men's and women's wool and fur-felt hat bodies in the front shop; work on men's and women's wool and fur-felt hat bodies in so-called back shop; office employees and non-productive workers.	Women and minors: Front shop: Experienced..... Inexperienced (10 weeks)..... Back shop.....	35 cents an hour..... 25 cents an hour..... 35 cents an hour.....	Do. <sup>22</sup> Do. <sup>22</sup> Do. <sup>22</sup>
No. 19..... Directory, Dec. 1, 1938	Canning and preserving, minor lines of confectionery and food preparations, i. e., all occupations connected with manufacture of the product, including nonproductive and clerical workers.	Women and minors: Experienced..... Inexperienced (6 months).....	\$14.25 a week; 32.4 cents an hour..... \$11 a week; 25 cents an hour.....	44 a week. <sup>22</sup> Do. <sup>22</sup>
No. 15, <sup>23</sup> July 1, 1920..	Knit goods, i. e., all branches except the staple lines of hosiery and underwear, this exception not applying to lines used for athletic purposes nor to special lines such as bathing suits, tights, and infants' garments.	Females: Experienced..... Inexperienced (40 weeks).....	\$13.75 a week..... \$8.50 a week.....	Full time. <sup>22</sup> Do. <sup>22</sup>
No. 18, <sup>23</sup> Feb. 1, 1921..	Office and other building cleaning.....	Females of ordinary ability.....	\$15.40 a week..... 37 cents an hour, but not over \$15.40 a week.	42 or over a week. Less than 42 a week.
No. 33, <sup>23</sup> Jan. 1, 1927..	Jewelry and related lines, i. e., jewelry, jewelry findings, silver novelties, optical goods, watches, and clocks. <i>Exceptions:</i> Flat or table silver, jewelry and instrument cases.	Females: Experienced (age 20 and 6 months in the occupation). Inexperienced.....	\$14.40 a week..... \$12 a week.....	Full time. <sup>22</sup> Do. <sup>22</sup>

Minnesota: No. 13, July 11, 1938 <sup>24</sup>	Any occupation, i. e., any industry, trade or branch thereof.	Women and minors:		
		Class A: <sup>25</sup>		
		Experienced.....	\$15 a week.....	36 to 48 a week.
			36 cents an hour.....	Over 48 a week. <sup>26</sup>
			36 cents an hour.....	Less than 36 a week.
		Inexperienced 18 years and over:		
		First 3 months.....	\$12 a week.....	36 to 48 a week.
			29 cents an hour.....	Over 48 a week. <sup>26</sup>
			29 cents an hour.....	Less than 36 a week.
			\$13.50 a week.....	36 to 48 a week.
			32 cents an hour.....	Over 48 a week. <sup>26</sup>
			32 cents an hour.....	Less than 36 a week.
		Minors between 16 and 18.....	\$12 a week.....	36 to 48 a week.
			29 cents an hour.....	Over 48 a week. <sup>26</sup>
			29 cents an hour.....	Less than 36 a week.
		Class B: <sup>25</sup>		
		Experienced.....	\$13.50 a week.....	36 to 48 a week.
			30 cents an hour.....	Over 48 a week. <sup>26</sup>
			30 cents an hour.....	Less than 36 a week.
		Inexperienced 18 years and over:		
		First 3 months.....	\$10.80 a week.....	36 to 48 a week.
			24 cents an hour.....	Over 48 a week. <sup>26</sup>
			24 cents an hour.....	Less than 36 a week.
			\$12.15 a week.....	36 to 48 a week.
			27 cents an hour.....	Over 48 a week. <sup>26</sup>
			27 cents an hour.....	Less than 36 a week.
		Minors between 16 and 18.....	\$10.80 a week.....	36 to 48 a week.
			24 cents an hour.....	Over 48 a week. <sup>26</sup>
			24 cents an hour.....	Less than 36 a week.
		Class C: <sup>25</sup>		
		Experienced.....	\$12 a week.....	36 to 48 a week.
			27 cents an hour.....	Over 48 a week. <sup>26</sup>
			27 cents an hour.....	Less than 36 a week.
		Inexperienced 18 years and over:		
		First 3 months.....	\$9.60 a week.....	36 to 48 a week.
			22 cents an hour.....	Over 48 a week. <sup>26</sup>
			22 cents an hour.....	Less than 36 a week.
			\$10.80 a week.....	36 to 48 a week.
			24 cents an hour.....	Over 48 a week. <sup>26</sup>
			24 cents an hour.....	Less than 36 a week.

<sup>22</sup> Legal maximum hours 9 a day, 48 a week, for women and minors 16 and under 18. Full time (where indicated) means the number of hours a week required by employer and permitted by State law.

<sup>23</sup> Not yet revised under the present minimum-wage law.

<sup>24</sup> Pending adoption of separate orders, made necessary by litigation, the blanket order of 1921 was revived in October 1938 for four industries—laundry, restaurant, needlework, and telegraph. Under this order experienced rates are \$12 a week in cities of 5,000 or more population and \$10.25 elsewhere; inexperienced rates, according to size of community, are \$9.12 and \$7.68 a week for women and minors 18 years and over, and \$7.68 and \$6.48 for minors under 18.

<sup>25</sup> Class A.—Cities, towns, villages, boroughs, or townships having 50,000 or more inhabitants. Class B.—Cities, towns, villages, boroughs, or townships having more than 5,000 and under 50,000 inhabitants. Class C.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having under 3,000 inhabitants.

<sup>26</sup> Legal maximum 54-hour week applies to females in public housekeeping, manufacturing, mechanical, mercantile, or laundry occupations; telephone operators in towns of 1,500 population and over. Industrial commission may allow longer hours during emergency periods not exceeding aggregate of 4 weeks a year.



# ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Minnesota—Contd.</b> No. 13, July 11, 1938..	Any occupation, i. e., any industry, trade or branch thereof.	<p>Women and minors—Continued. Class C—Continued. Minors between 16 and 18.....</p> <p>Class D: <sup>25</sup> Experienced.....</p> <p>Inexperienced 18 years and over: First 3 months.....</p> <p>Second 3 months.....</p> <p>Minors between 16 and 18.....</p>	<p>\$9.60 a week..... 22 cents an hour..... 22 cents an hour.....</p> <p>\$11 a week..... 24 cents an hour..... 24 cents an hour.....</p> <p>\$8.80 a week..... 19 cents an hour..... 19 cents an hour.....</p> <p>\$9.90 a week..... 22 cents an hour..... 22 cents an hour.....</p> <p>\$8.80 a week..... 19 cents an hour..... 19 cents an hour..... (Deductions allowed for meals or lodging.)</p>	<p>36 to 48 a week. Over 48 a week.<sup>26</sup> Less than 36 a week.</p> <p>36 to 48 a week. Over 48 a week.<sup>26</sup> Less than 36 a week.</p> <p>36 to 48 a week. Over 48 a week.<sup>26</sup> Less than 36 a week.</p> <p>36 to 48 a week. Over 48 a week.<sup>26</sup> Less than 36 a week.</p> <p>36 to 48 a week. Over 48 a week.<sup>26</sup> Less than 36 a week.</p>
<b>Nevada:</b> May 28, 1937. (Wage fixed in law.) <sup>27</sup>	Private employment. <i>Exceptions:</i> Domestic service; State, county, city, or town employees.	Females.....	\$3 a day; \$18 a week <sup>28</sup> ..... Time and one-half regular rate.....	8 a day, 48 a week. Over 8 a day; over 48 to 56 a week; 7 days a week. <sup>29</sup>
<b>New Hampshire:</b> No. 1a <sup>30</sup> ..... Directory, May 1, 1936. No. 2..... Mandatory, July 1, 1938.	<p>Laundry, i. e., any activity directly concerned with the washing, ironing, or processing of laundry wares; collection, distribution, or sale of laundry services; producing of laundry services on their own behalf or for others by business establishments, clubs, institutions, and over-night camps.</p> <p>Laundry establishment, i. e., any place in which any phase of laundry service is conducted.</p>	<p>Women and minors: Experienced..... Inexperienced (3 months).....</p>	<p>28 cents an hour..... 25 cents an hour.....</p>	<p>10¼ a day, 54 a week.<sup>31</sup> Do. <sup>31</sup></p>
No. 2..... Directory, Apr. 1, 1936. No. 3..... Mandatory, Nov. 1, 1938.	<p>Restaurant occupation, i. e., any activity directly concerned with the preparation and serving of food to the public for pay, in any establishment where at least 10 people are served per day, where lodging is not also provided to the public for pay.</p> <p>Restaurant establishment, i. e., any establishment that prepares and offers for sale food for consumption either on any of its premises, or by catering and banquet service, box lunch</p>	<p>Women and minors: Service..... Nonservice..... All (if meals are not furnished).....</p>	<p>\$7 a week..... \$9 a week..... 25 cents to be added for each meal not allowed while on duty. (Deduction allowed for lodging.)</p>	<p>54 a week. Do.</p>



	or curb service; the term "food" includes nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked, or otherwise prepared, excluding, however, medicinal or quasi-medical preparations.			
No. 3..... Directory, Dec. 1, 1936.	Clothing and accessories, i. e., men's clothing, women's clothing, winter outfits, gloves, handkerchiefs, aprons, and other similar accessories.	Women and minors: Experienced: Winter outfits and men's clothing..... Handkerchiefs, aprons, gloves, women's house dresses, and other similar accessories..... Inexperienced (6 months).....	25 cents an hour..... 20 cents an hour..... 15 cents an hour.....	10 a day, 48 a week. <sup>31</sup> Do. <sup>31</sup> Do. <sup>31</sup>
No. 1..... Mandatory, Oct. 1, 1937.				
No. 4..... Directory, May 1, 1937	Hosiery and knit goods, i. e., hosiery, underwear, berets, gloves, and other knitted articles; any activity directly concerned with the manufacture of knit goods. <i>Exceptions:</i> Occupations concerned with spinning and dyeing yarns; plant maintenance; office work.	Women and minors: Experienced..... Inexperienced (6 months).....	27½ cents an hour..... 15 cents an hour.....	Do. <sup>31</sup> Do. <sup>31</sup>
No. 5..... Directory, Mar. 15, 1938.	Beautician occupation, i. e., any activity concerned with hairdressing, manicuring, or any other branch of cosmetology.	Women and minors: Licensed hairdressers..... Licensed operators and hairdressers (less than 1 year)..... Apprentices (3 to 6 months)..... Students working on customers.....	31¼ cents an hour..... 25 cents an hour..... \$3 a week..... 50 percent of charge for the service.....	10¼ a day, 54 a week. <sup>31</sup> Do. <sup>31</sup> Do. <sup>31</sup> Do. <sup>31</sup>
<b>New Jersey:</b>				
No. 1..... Directory, Sept. 6, 1937. Mandatory, July 11, 1938.	Laundry, i. e., any activity in marking, sorting, washing, ironing, assembling, packaging, and all other operations in the laundering of articles of clothing, napery, blankets, bed clothing, or fabrics of any kind or their collection or delivery, irrespective of the nature of the business of the employer, and all occupations in establishments commonly known as laundries. <i>Exception:</i> Office workers.	Women and minors: Zone A (Bergen, Essex, Hudson, Middlesex, Morris, Passaic, and Union Counties).  Zone B (Burlington, Camden, Gloucester, Mercer, Somerset; and, from June 1 to Oct. 1, Atlantic, Monmouth, and Ocean Counties). Suburban zone (Cape May, Cumberland, Hunterdon, Salem, Sussex, Warren; and from Oct. 1 to June 1, Atlantic, Monmouth, and Ocean Counties).	\$13.20 a week; 33 cents an hour. 36.3 cents an hour (10 percent added to basic rate), not over \$13.20 a week. \$12 a week; 30 cents an hour..... 33 cents an hour (10 percent added to basic rate), not over \$12 a week. \$10.40 a week; 26 cents an hour..	40 a week. <sup>32</sup> Less than 40 a week. 40 a week. <sup>32</sup> Less than 40 a week. 40 a week. <sup>32</sup>

<sup>25</sup> Class A.—Cities, towns, villages, boroughs, or townships having 50,000 or more inhabitants. Class B.—Cities, towns, villages, boroughs, or townships having more than 5,000 and under 50,000 inhabitants. Class C.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having under 3,000 inhabitants.

<sup>26</sup> Legal maximum 54-hour week applies to females in public housekeeping, manufacturing, mechanical, mercantile, or laundry occupations; telephone operators in towns of 1,500 population and over. Industrial commission may allow longer hours during emergency periods not exceeding aggregate of 4 weeks a year.

<sup>27</sup> Session Laws 1937, ch. 207.

<sup>28</sup> Minimum rates are not compulsory during a single probationary period of 3 consecutive months.

<sup>29</sup> More than 8 hours a day, 48 a week, allowed only in emergencies.

<sup>30</sup> Directory Order No. 1 for the laundry industry, effective Aug. 1, 1934, was revised and reissued as No. 1a.

<sup>31</sup> Legal maximum hours for women and minors under 18. In manufacturing establishments, 10¼ hours a day, 54 a week, during 8 weeks in any 6-month period may be allowed by labor commissioner.

<sup>32</sup> Legal maximum hours, 10 a day, 54 a week, for females.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>New York:</b>				
No. 1..... Directory, Mar. 14, 1938. Mandatory, Aug. 22, 1938.	Laundry occupations, i. e., all occupations directly concerned with the cleansing, finishing, collecting, and distributing of laundry wares. <i>Exceptions:</i> Occupations concerned solely with plant maintenance or office work.	Women and minors: Zone A (New York City; Westchester and Nassau Counties).  Zone B (cities outside zone A with a population of over 18,000; from June 15 to Sept. 15, resort counties <sup>34</sup> ).  Zone C (remainder of State including resort counties <sup>34</sup> from Sept. 15 to June 15).	\$14 a week..... 35 cents an hour..... Time and one-half..... \$12.80 a week (to Dec. 31, 1938); \$13.20 a week (Jan. 1, 1939, to July 1, 1939); \$13.60 a week (July 2, 1939, to Dec. 30, 1939); \$14 a week (after Dec. 30, 1939). 32, 33, 34, and 35 cents an hour, respectively, for periods as indicated above. Time and one-half..... 30 cents an hour..... Time and one-half.....	40 a week or less. Over 40 to 45 a week. Over 45 a week. <sup>33</sup> 40 a week or less.   Over 40 to 45 a week.  Over 45 a week. <sup>33</sup> 45 a week or less. Over 45 a week. <sup>33</sup>
No. 2..... Directory, Aug. 1, 1938.	Beauty shop, i. e., any place or establishment where women or minors are employed for the purpose of rendering beauty service. Beauty service, i. e., all service or operations used or useful in the care, cleansing, or beautification of the skin, nails, or hair, or in the enhancement of personal appearance; services or operations incidental to such care, cleansing, beautification, or enhancement, including the service of maids, cashiers, receptionists, or appointment clerks.	Women and minors: Full-time: All (except maids)..... Maids..... All.....  Part-time (3 days a week or less).....	\$16.50 a week..... \$15 a week..... Time and one-half..... Double time..... \$4 a day..... Time and one-half.....	45 a week or less. Do. Over 45 to 48. <sup>35</sup> Over 48. <sup>35</sup> 8 a day or less. Over 8 a day. <sup>35</sup>
No. 3..... Directory, Nov. 14, 1938.	Confectionery, i. e., preparation, processing, manufacture, wrapping, packaging, or packing of confections and candies of all kinds, including inspissated honeys, sugars and syrups used as sweetmeats, chewing gum, sweetened cough drops, and chocolate and cocoa products. <i>Exceptions:</i> Preserved and candied fruits	Women and minors.....	35 cents an hour; \$14 a week..... 52½ cents an hour..... Sept. 1 to Apr. 1: \$10 a week..... \$11.20 a week..... 35 cents an hour.....  Apr. 1 to Sept. 1: \$7 a week..... \$8.40 a week..... 35 cents an hour.....	8 a day, 40 a week. Over 8 a day or 40 a week. <sup>33 36</sup> 3 days a week or less. 4 days a week. <sup>37</sup> Over 4 days a week up to 40 hours, inclusive. <sup>37</sup>  2 days a week or less. 3 days a week. <sup>38</sup> Over 3 days a week up to 40 hours, inclusive. <sup>38</sup>



## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
North Dakota—Contd. No. 4, Dec. 16, 1932	Laundry, i. e., any place where clothes are washed or cleaned by any process, by any person, firm, institution, corporation, or association; all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work performed in laundry departments of hotels, hospitals, and factories.	Women: Experienced.....	\$12.60 a week; \$54.60 a month.....	38 to 48 a week. <sup>(4)</sup>
		If laundry privileges allowed.....	\$12.10 a week.....	Do. <sup>(4)</sup>
		Inexperienced: First 3 months.....	\$9.90 a week; \$42.90 a month.....	Do. <sup>(4)</sup>
		Next 2 months.....	\$11.25 a week; \$48.75 a month.....	Do. <sup>(4)</sup>
		Part-time.....	$\frac{1}{4}$ s of weekly minimum an hour..... $\frac{1}{3}$ s of weekly minimum an hour.....	Less than 32 a week. 32 to 38 a week.
No. 5, Apr. 4, 1922	Telephone.....	Women in towns of 1,800 or more population: Experienced.....	\$14 a week; \$60.67 a month.....	Over 40 a week. <sup>(4)</sup>
		Inexperienced: First month.....	\$10 a week; \$44.43 a month.....	Do. <sup>(4)</sup>
		Next 4 months.....	\$11.50 a week; \$48.17 a month.....	Do. <sup>(4)</sup>
		Next 4 months.....	\$12.50 a week; \$54.16 a month.....	Do. <sup>(4)</sup>
		Part-time: Experienced.....	29 cents an hour.....	40 or less a week.
		Inexperienced (3 periods as above).....	25, 26, 28 cents an hour.....	Do.
		Women in towns under 1,800 population: Experienced.....	\$12 a week; \$52 a month.....	Over 40 a week. <sup>(4)</sup>
		Inexperienced: First month.....	\$9 a week; \$39 a month.....	Do. <sup>(4)</sup>
		Next 4 months.....	\$10 a week; \$43.43 a month.....	Do. <sup>(4)</sup>
		Next 4 months.....	\$11 a week; \$47.67 a month.....	Do. <sup>(4)</sup>
		Part-time: Towns of 500 but under 1,800 population: Experienced.....	25 cents an hour.....	40 or less a week.
		Inexperienced (3 periods as above).....	22, 23, 24 cents an hour.....	Do.
		Towns under 500 population: Experienced.....	20 cents an hour.....	( <sup>(4)</sup> ).
		Inexperienced (3 periods as above).....	17, 18, 19 cents an hour.....	( <sup>(4)</sup> ).



No. 6, May 28, 1936...	Any occupation (i. e., occupations covered by Orders nos. 1-5 for women).	Minors under 18: Experienced.....	Same as rates for women in Orders nos. 1-5.	8 a day, 48 a week. <sup>39</sup>
		Inexperienced.....	do.	Do. <sup>39</sup>
<b>Ohio:</b>				
No. 1.....	Laundry, i. e., washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabric of any kind whatsoever; collecting, sale, resale, or distribution at retail or wholesale of laundry service; the producing of laundry service for their own use by business establishments, clubs, or institutions; all processes directly concerned with the cleansing, collection, and distribution of laundry wares. <i>Exceptions:</i> Plant maintenance, office work.	Women and minors.....	27½ cents an hour; \$11 a week.....	40 a week.
Directory, Mar. 26, 1934.			29 cents an hour.....	19 a week.
Mandatory, July 26, 1934.			30¼ cents an hour (10 percent added to 27½ cents). 27½ cents an hour.....	Less than 19 a week.
			37 cents an hour (1½ times basic 27½ cents).	Over 40 to 45 a week.
				Over 45. <sup>41</sup>
No. 2.....	Cleaning and dyeing, i. e., cleaning, dyeing, pressing, or processing incidental thereto, for compensation, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind whatsoever; collecting, sale, resale, or distribution at retail or wholesale of cleaning, dyeing, and pressing service by cleaning, dyeing, pressing establishments, laundries, department stores, hotels, or by any other type of establishment or institution; all processes directly concerned with the cleaning, dyeing, pressing, soliciting, collection, and distribution of dry-cleaning wares. <i>Exceptions:</i> Plant maintenance, office work.	Women and minors: Store clerks.....	35 cents an hour; \$16.80 a week.....	48 a week.
Directory, Sept. 10, 1934.			52½ cents an hour (1½ times minimum).	Over 48 a week. <sup>41</sup>
Mandatory, Jan. 7, 1935.		All other.....	35 cents an hour; \$14 a week.....	40 a week.
			52½ cents an hour (1½ times minimum).	Over 40 a week. <sup>41</sup>

<sup>39</sup> Legal maximum hours.<sup>40</sup> Legal maximum hours 8½ a day, 48 a week, in towns of 500 population and over; in telephone exchanges elsewhere, maximum hours a day and days a month to be fixed by agreement between employer and employee.<sup>41</sup> Legal maximum hours for females over 16 and boys between 16 and 18, 8 a day, 48 a week. For females 16 and over in laundry and dry-cleaning plants, 9 hours a day, 50 a week allowed during weeks that include certain holidays. For mercantile establishments, 10 hours may be worked on Saturday and on days preceding certain holidays, and 10 hours a day, 50 a week, during 1 week in the first half of the year and 2 weeks in the second half; the law allows complete exemption for women over 21 in towns of under 5,000 population.



## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Ohio—Continued.</b>				
No. 3.....	Hotel and restaurant, i. e., all restaurants, licensed or unlicensed, operated as the principal business of the employer or as a unit of another business; restaurants operated by governmental subdivisions, including boards of education, wherein food in liquid or solid form is prepared and served; catering and banquet, box lunch, or curb service; transient, residential, or apartment hotels, apartment houses, tourist homes, and tourist cabin reservations that offer lodging or living accommodations; boarding houses, serving 1 meal or more a day; rooming houses; hospitals and institutions, unless exempted by special permit. <i>Exceptions:</i> Inmates of institutions; members of religious organizations who receive no compensation; women taking a course of training for housework, or preparing and serving food, in training establishments.	Women and minors:		
Directory, July 1, 1936.		Service, i. e., employees who serve food at counters or food or beverages at tables; duties incidental thereto; bell boys; page boys:		
Mandatory, Mar. 30, 1937.		Cities of 100,000 population or over:		
		Full-time <sup>42</sup> .....	15.62 cents an hour; \$7.50 a week.....	48 a week. <sup>41</sup>
		Part-time <sup>42</sup> .....	25 cents an hour.....	First 25 a week.
		Overtime.....	15.62 cents an hour.....	26 to 48 a week.
		Cities of 5,000 and under 100,000 population:	23.43 cents an hour.....	Over 48 a week. <sup>41</sup>
		Full-time <sup>42</sup> .....	14.58 cents an hour; \$7 a week.....	48 a week. <sup>41</sup>
		Part-time <sup>42</sup> .....	24 cents an hour.....	First 25 a week.
		Overtime.....	14.58 cents an hour.....	26 to 48 a week.
		Cities under 5,000 population:	21.87 cents an hour.....	Over 48 a week. <sup>41</sup>
		Full-time <sup>42</sup> .....	13.02 cents an hour; \$6.25 a week.....	48 a week. <sup>41</sup>
		Part-time <sup>42</sup> .....	23 cents an hour.....	First 25 a week.
		Overtime.....	13.02 cents an hour.....	26 to 48 a week.
		Nonservice:	19.53 cents an hour.....	Over 48 a week. <sup>41</sup>
		Cities of 100,000 population or over:		
		Full-time <sup>42</sup> .....	21.875 cents an hour; \$10.50 a week.....	48 a week. <sup>41</sup>
		Part-time <sup>42</sup> .....	32 cents an hour.....	First 25 a week.
		Overtime.....	21.875 cents an hour.....	26 to 48 a week.
		Cities of 5,000 and under 100,000 population:	32.812 cents an hour.....	Over 48 a week. <sup>41</sup>
		Full-time <sup>42</sup> .....	18.75 cents an hour; \$9 a week.....	48 a week. <sup>41</sup>
		Part-time <sup>42</sup> .....	31 cents an hour.....	First 25 a week.
		Overtime.....	18.75 cents an hour.....	26 to 48 a week.
		Cities under 5,000 population:	28.125 cents an hour.....	Over 48 a week. <sup>41</sup>
		Full-time <sup>42</sup> .....	16.66 cents an hour; \$8 a week.....	48 a week. <sup>41</sup>
		Part-time <sup>42</sup> .....	30 cents an hour.....	First 25 a week.
		Overtime.....	16.66 cents an hour.....	26 to 48 a week.
		Service and nonservice (if meals not furnished).	24.99 cents an hour.....	Over 48 a week. <sup>41</sup>
		Resident, i. e., employees living on employer's premises and receiving full maintenance.	6.25 cents an hour more than above rates.	
			15 cents an hour.....	48 a week. <sup>41</sup>

**Oklahoma:**No. 1, May 1, 1938 <sup>43</sup>

Laundry, i. e., washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabrics of any kind whatsoever in private plants where labor is employed; laundry service for their own use by business establishments, clubs, hotels, hospitals, or institutions. *Exceptions:* Eleemosynary institutions, benevolent organizations or institutions organized and supported wholly on a nonprofit basis, and State-supported institutions; plant maintenance men; drivers; office workers; a plant foreman and superintendent in plants having more than 5 employees. Laundry occupation, i. e., all processes directly concerned with the cleansing, ironing, pressing, or finishing of laundry wares.

Class A: <sup>44</sup>		
Females.....	30 cents an hour; \$14.40 a week...	9 a day, 48 a week.
Males.....	30 cents an hour; \$16.20 a week...	10 a day, 54 a week.
Class B: <sup>44</sup>		
Females.....	25 cents an hour; \$12 a week.....	9 a day, 48 a week.
Males.....	25 cents an hour; \$13.50 a week.....	10 a day, 54 a week.
Class C: <sup>44</sup>		
Females.....	20 cents an hour; \$9.60 a week.....	9 a day, 48 a week.
Males.....	20 cents an hour; \$10.80 a week.....	10 a day, 54 a week.

No. 2, May 1, 1938 <sup>43</sup>

Cleaning and dyeing, i. e., any place or vehicle where the service of dry cleaning, wet cleaning, each a process incidental to dry cleaning, spotting, or finishing any fabric that is rendered for hire or sold, resold, or offered for sale or resale. *Exceptions:* Plant maintenance men; drivers; office workers; delivery men; a plant foreman and superintendent in plants having more than 5 employees; plants manufacturing fabrics. Fabric, i. e., any article of wearing apparel including hats, household furnishings, rugs, textiles, furs, and leather.

Class A: <sup>44</sup>		
Females.....	30 cents an hour; \$14.40 a week...	9 a day, 48 a week.
Males.....	36 cents an hour; \$19.44 a week...	10 a day, 54 a week.
Class B: <sup>44</sup>		
Females.....	27½ cents an hour; \$13.20 a week.....	9 a day, 48 a week.
Males.....	30 cents an hour; \$16.20 a week.....	10 a day, 54 a week.
Class C: <sup>44</sup>		
Females.....	25 cents an hour; \$12 a week.....	9 a day, 48 a week.
Males.....	25 cents an hour; \$13.50 a week.....	10 a day, 54 a week.

No. 3, May 1, 1938 <sup>43</sup>

Retail mercantile, i. e., selling of merchandise to the consumer and not for the purpose of resale in any form; servicing, purchase, or sale of any goods, wares, or merchandise; includes the sales, wrapping, auditing, or checking force, shippers in the mail-order department, and outside delivery men. *Exceptions:* Office employees; janitors.

Class A: <sup>44</sup>		
Females.....	\$15 a week.....	9 a day, 48 a week.
Males.....	\$18 a week.....	9 a day (12 on 1 day a week), 54 a week.
Class B: <sup>44</sup>		
Females.....	\$12 a week.....	9 a day, 48 a week.
Males.....	\$16 a week.....	10 a day (12 on 1 day a week), 57 a week.
Class C: <sup>44</sup>		
Females.....	\$11 a week.....	9 a day, 51 a week.
Males.....	\$13 a week.....	10 a day (12 on 1 day a week), 59 a week.

<sup>41</sup> Legal maximum hours for females over 16 and boys between 16 and 18, 8 a day, 48 a week. For females 16 and over in laundry and dry-cleaning plants, 9 hours a day, 50 a week allowed during weeks that include certain holidays. For mercantile establishments, 10 hours may be worked on Saturday and on days preceding certain holidays, and 10 hours a day, 50 a week, during 1 week in the first half of the year and 2 weeks in the second half; the law allows complete exemption for women over 21 in towns of under 5,000 population.

<sup>42</sup> Employer shall stipulate, at time of hiring or at beginning of workweek in case of change of status, whether worker is full-time or part-time, i. e., employed on basis of 48 hours or of less than 48 hours a week.

<sup>43</sup> Restraining order has prevented enforcement.

<sup>44</sup> Class A.—Cities and towns of 40,000 or more population and contiguous territory within 2 miles thereof, more or less, within the discretion of the commission. Class B.—Cities and towns of not less than 10,000 nor more than 40,000 population and contiguous territory within 1 mile thereof, more or less, within the discretion of the commission. Class C.—Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the commission.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Oklahoma—Continued.</b>				
No. 4, May 1, 1938 <sup>43</sup> ..	Restaurant, i. e., any establishment that prepares and offers for sale for profit, food for consumption, either on any of its premises, or by catering, banquet, box lunch, or curb service.	Class A: <sup>44</sup> Females..... Males.....	\$15 a week ..... \$20 a week .....	8 a day, 48 a week. 9 a day, 54 a week.
	Food, i. e., nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked, or otherwise prepared. <i>Exceptions:</i> Medicinal or quasi-medicinal preparations, fountain products such as carbonated and aerated drinks, ice cream and its derivatives, bottled beverages and drinks.	Class B: <sup>44</sup> Females..... Males..... Class C: <sup>44</sup> Females..... Males.....	\$15 a week ..... \$20 a week .....	8 a day, 48 a week. 10 a day, 56 a week.
No. 5, May 1, 1938 <sup>43</sup> ..	Hotel, i. e., businesses that extend lodging to the general public for profit and that have 10 or more guest rooms.	Class A: <sup>44</sup> Females..... Males..... Class B: <sup>44</sup> Females..... Males..... Class C: <sup>44</sup> Females..... Males.....	\$13 a week ..... \$18 a week .....	8 a day, 48 a week. 10 a day, 58 a week.
			(Deductions allowed for meals.)	
		Class A: <sup>44</sup> Females..... Males..... Class B: <sup>44</sup> Females..... Males..... Class C: <sup>44</sup> Females..... Males.....	\$10 a week ..... \$19 a week .....	8 a day, 48 a week. 9 a day, 54 a week.
No. 6, May 1, 1938 <sup>43</sup> ..	Office building, i. e., elevator operators, janitors, janitresses, maids, and charwomen in any building used for office purposes.	Class A: <sup>44</sup> Females..... Males..... Class B: <sup>44</sup> Females..... Males..... Class C: <sup>44</sup> Females..... Males.....	\$9 a week ..... \$17 a week .....	8 a day, 48 a week. 10 a day, 57 a week.
		Class A: <sup>44</sup> Females..... Males..... Class B: <sup>44</sup> Females..... Males..... Class C: <sup>44</sup> Females..... Males.....	\$8 a week ..... \$15 a week .....	8 a day, 48 a week. 10 a day, 59 a week.
No. 7, May 1, 1938 <sup>43</sup> ..	Wholesaling and distributing.....	Class A: <sup>44</sup> Females..... Males.....	\$15 a week ..... \$15 a week .....	8 a day, 48 a week. 9 a day, 54 a week.
No. 8, May 1, 1938 <sup>43</sup> ..	Automotive, i. e., retailing new or used motor vehicles and servicing or repairing them, including the sale and/or installation of new or used parts or accessories; garages, storage and parking, including washing, other cleaning, lubricating, repairing, towing, and driving of customers' cars; filling stations (any place whose principal business is selling at retail gasoline, oils, greases, lubricants, and other petroleum products, automobile equipment, supplies and accessories).	Class A: <sup>44</sup> Females..... Males..... Class B: <sup>44</sup> Females..... Males..... Class C: <sup>44</sup> Females..... Males.....	\$12 a week ..... \$13 a week ..... \$18 a week .....	8 a day, 48 a week. 9 a day, 54 a week. 9 a day, 48 a week.
		Class A: <sup>44</sup> Females..... Males..... Class B: <sup>44</sup> Females..... Males..... Class C: <sup>44</sup> Females..... Males.....	\$18 a week ..... \$18 a week .....	9 a day, 48 a week. 9 a day, 54 a week.
		Class B: <sup>44</sup> Females..... Males..... Class C: <sup>44</sup> Females..... Males.....	\$16 a week ..... \$16 a week .....	9 a day, 48 a week. 10 a day, 57 a week.
		Class C: <sup>44</sup> Females..... Males.....	\$14 a week ..... \$14 a week .....	9 a day, 48 a week. 10 a day, 59 a week.

No. 9, May 1, 1938 <sup>42</sup>	Retail drug, i. e., selling to the consumer and not for resale in any form of drugs, medicines, and poisons required to be compounded or prepared on the premises or to be sold by a registered pharmacist.	Registered pharmacists (men and women): Class A <sup>44</sup> ..... Class B <sup>44</sup> ..... Class C <sup>44</sup> .....	\$32 a week..... \$28 a week..... \$25 a week.....	10 a day, 57 a week. 10 a day, 58 a week. 11 a day, 62 a week.
Oregon: Sept. 14, 1937.....	Mercantile, i. e., work in establishments operated for the purpose of trade in the purchase or sale of goods or merchandise, including the sales force, wrapping, auditing, or check inspection force, shoppers in mail-order department, the receiving and shipping department, marking and stockroom employees, sheet-music saleswomen, altering and tailoring department, soda-fountain and lunchroom employees, demonstrators, models for fashions, counter cashiers, elevator operators and starters.	Women: Experienced..... Inexperienced (less than 6 months)..... Junior employees (under 18 years).....	30 cents an hour..... 27½ cents an hour..... 27½ cents an hour.....	8 a day, 44 a week. <sup>45</sup> Do. <sup>45</sup> Do.
Sept. 14, 1937.....	Laundry, cleaning and dyeing, i. e., all places where 2 or more persons are engaged in washing, cleaning, or dyeing clothing, washable and cleanable materials, directly or indirectly connected with such place of business; all work in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distribution of washable and cleanable materials.	Women.....	30 cents an hour..... 1½ times regular rate.....	8 a day, 44 a week. <sup>45</sup> Over 8 to 9 a day, over 44 a week.
Sept. 14, 1937.....	Needlecraft, i. e., designing, cutting, stitching, weaving, inspecting, knitting, hemstitching, altering, sorting of rags or materials, etc., whether by hand or by machine, of materials for clothing, wearing apparel, upholstering, tents, awnings, draperies, and bags.	Women: Experienced.....	30 cents an hour.....	8 a day, 44 a week; 9 a day, 48 a week for 2 periods a year, 6 weeks each. <sup>45</sup> Do. <sup>45</sup>
Sept. 14, 1937.....	Manufacturing, i. e., all processes of manufacture and production of commodities, including photographing, creamery products, bakery products, canning of meat, poultry, and fish, the process of preparing meat and poultry for market, nut cracking and sorting, and all other processes in the production of commodities not covered by any other special order.	Inexperienced (3 periods, 4 months each). Women: Experienced..... Inexperienced (3 periods, 4 months each).	22, 25, 27½ cents an hour..... 30 cents an hour..... 22, 25, 27½ cents an hour.....	8 a day, 44 a week. <sup>45</sup> Do. <sup>45</sup>

<sup>43</sup> Restraining order has prevented enforcement.

<sup>44</sup> Class A.—Cities and towns of 40,000 or more population and contiguous territory within 2 miles thereof, more or less, within the discretion of the commission. Class B.—Cities and towns of not less than 10,000 nor more than 40,000 population and contiguous territory within 1 mile thereof, more or less, within the discretion of the commission. Class C.—Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the commission.

<sup>45</sup> Special regulations, effective Sept. 14, 1937, and general in their application, provide that in case of business emergency the State welfare commission, upon application and showing, may issue a special license for the employment of adult women beyond the regular legal hours if time and one-half the regular rate is paid.



## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Oregon—Continued.</b>				
Sept. 14, 1937	Personal service, i. e., work of manicurists, beauty-parlor operators, masseuses, assistants in doctors' and dentists' offices and in laboratories, demonstrators of products, cashiers and ushers in theaters and places of amusement, assistants in broadcasting and radio service, matrons in public buildings or institutions, elevator operators and starters, janitresses and railroad car cleaners and work of like nature.	Women: Experienced..... Inexperienced (3 periods, 4 months each).	30 cents an hour..... 22, 25, 27½ cents an hour.....	8 a day, 44 a week. <sup>45</sup> Do. <sup>45</sup>
Sept. 14, 1937	Telephone and telegraph. <i>Exception:</i> Rural telephone establishment not demanding uninterrupted attention of operator may be granted a license by the commission for different wages and daily hours.	Women: Experienced..... Inexperienced (3 periods, 4 months each).	30 cents an hour..... 22, 25, 27½ cents an hour.....	Do. <sup>45</sup> Do. <sup>45</sup>
Sept. 14, 1937	Office, i. e., work of stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, library attendants, and all kinds of clerical work.	Women: Experienced..... Inexperienced (3 periods, 4 months each).	35 cents an hour..... 22, 25, 27½ cents an hour.....	Do. <sup>45</sup> Do. <sup>45</sup>
Sept. 14, 1937	Public housekeeping, i. e., work of waitresses, cooks, kitchen helpers, chambermaids, janitresses, elevator operators, and general attendants in hotels, restaurants, boarding houses, dormitories at institutions of learning, hospitals, sanitariums, cafeterias, light-lunch stands, retail candy, ice-cream and soft-drink parlors, delicatessens, and beer parlors.	Women: Experienced..... Inexperienced (3 periods, 4 months each).	30 cents an hour..... 22, 25, 27½ cents an hour.....	Do. <sup>45</sup> Do. <sup>45</sup>
Sept. 14, 1937	Any occupation	Minors under 18: 14 years..... 15 years..... 16-17 years.....	20 cents an hour..... 25 cents an hour..... Apprentice rates fixed for specific occupation.	Do. <sup>46</sup> Do. <sup>46</sup> Do. <sup>46</sup>
Oct. 6, 1937	Cherry stemming and pitting	Women: Experienced..... Inexperienced (96 hours): Time workers..... Piece workers.....	32½ cents an hour..... 22½ cents an hour..... Same rate per pound as experienced workers.	Do. <sup>45</sup> Do. <sup>45</sup> Do. <sup>45</sup>
Jan. 30, 1938	Beauty parlor or barber shop	Women: Experienced..... Inexperienced (3 periods, 4 months each).	30 cents an hour..... 22, 25, 27½ cents an hour.....	10 a day, 44 a week. <sup>45</sup> Do. <sup>45</sup>



Mar. 15, 1938.....	Hospitals, i. e., cooks, waitresses, kitchen helpers, janitresses, or general charwomen in hospitals. <i>Exceptions:</i> Graduate nurses, dietitians, laboratory workers; student nurses if their work is confined to service to patients or to work in the classroom.	Women: Experienced.....	30 cents an hour.....	9 a day, 44 a week with 36-hour rest period following; or 7 a day, 44 a week, if on duty 7 days a week. <sup>45</sup> Do. <sup>46</sup>
		Inexperienced (3 periods, 4 months each). Females.....	22, 25, 27½ cents an hour..... 35 cents an hour..... Time and one-half..... Double time..... Time and one-quarter..... Time and one-half.....	10 a day. <sup>46</sup> Over 10 to 12 a day. Over 12 a day. Seventh day, first 8 hours. Seventh day, over 8 to 12 a day. Seventh day, over 12 a day. (46).
May 1, 1938.....	Fruit and vegetable packing, drying, preserving, or canning. <i>Exception:</i> Office force.	Males..... Females.....	45 cents an hour..... 35 cents an hour..... Time and one-half..... Double time..... Time and one-quarter..... Time and one-half.....	10 a day. <sup>46</sup> Over 10 to 12 a day. Over 12 a day. Seventh day, first 8 hours. Seventh day, over 8 to 12 a day. Seventh day, over 12 a day. (46).
Aug. 21, 1938.....	Fruit and vegetable packing. <i>Exception:</i> Office force.	Males..... Females.....	45 cents an hour..... 35 cents an hour..... Time and one-half..... Double time..... Time and one-quarter..... Time and one-half.....	10 a day. <sup>46</sup> Over 10 to 12 a day. Over 12 a day. Seventh day, first 8 hours. Seventh day, over 8 to 12 a day. Seventh day, over 12 a day. (46).
Nov. 16, 1938.....	Nut processing, bleaching, grading, or packing plants.	Women and minors: Cracking and shelling nuts.....  Processing, bleaching, grading, and packing nuts.	30 cents an hour..... 1½ times regular rate..... 30 cents an hour.....  1½ times regular rate.....	8 a day, 44 a week. <sup>46</sup> Over 8 a day, 44 a week. 10 a day, 60 a week. <sup>46</sup>  Over 10 a day, 60 a week.
Pennsylvania: No. 1..... Directory, Oct. 1, 1938.	Laundry, i. e., all occupations concerned with cleaning, finishing, collection, and distribution of laundry wares, including plant maintenance, office workers, and store clerks; washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed-clothing, or fabric of any kind; collection, sale, resale, or distribution at retail or wholesale of laundry services; producing of laundry services for their own use by business establishments, clubs, or institutions. Laundry establishment, i. e., any place in which an employee is engaged in any phase of the laundry trade.	Women and minors.....	\$9 a week..... 30 cents an hour..... 33 cents an hour.....	Over 16 to 30 a week. Over 30 to 44 a week. <sup>47</sup> 16 a week or less.

<sup>45</sup> Special regulations, effective Sept. 14, 1937, and general in their application, provide that in case of business emergency the State welfare commission, upon application and showing, may issue a special license for the employment of adult women beyond the regular legal hours if time and one-half the regular rate is paid.

<sup>46</sup> Legal maximum hours for minors under 18, 8 a day, 44 a week.

<sup>47</sup> Legal maximum hours 8 a day, 44 a week, for females and for children under 18, but department of labor and industry may allow variations for females 18 and over.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Puerto Rico:</b> Sept. 7, 1919 (Wage fixed in law). <sup>48</sup>	Industrial occupations, commercial or public-service undertakings. <i>Exceptions:</i> Agriculture and agricultural industries.	Females (after 3 weeks): 18 years and over.....	\$6 a week.....	8 a day (9 if double time is paid), 48 a week. <sup>49</sup>
		Under 18 years.....	\$4 a week.....	Do. <sup>49</sup>
<b>Rhode Island:</b> No. 1..... Directory, Mar. 1, 1937. Mandatory, Aug. 1, 1937.	Jewelry, i. e., jewelry of any material commonly or commercially so known and articles of ornament or adornment, except clothing, of any material intended to be worn on apparel or carried or worn on or about the person and shall include parts of these articles. All occupations that have any part in the making, processing, or production of jewelry, including tool making, hub and die cutting, carding, boxing, and other preparations for shipment or sale, including office workers and errand boys.	Women and minors.....	30 cents an hour.....	9 a day, 48 a week. <sup>50</sup>
No. 2..... Directory, Oct. 18, 1937. Mandatory, Apr. 25, 1938.	Wearing apparel and allied industries, i. e., garments or garment accessories to be worn on or about the person, including parts of such articles, their repair and alteration, and occupations allied through like processes of manufacture. Manufacture, repair, alteration of cotton, rayon, silk, woolen, elastic, and rubber garments, knit goods, men's coats and suits, raincoats, leather, rubber and fabric shoes, handkerchiefs, handbags, hats and hat linings; upholstery; curtain, rug, pillow and mattress manufacture.	Women and minors: Experienced: Productive..... Nonproductive..... Inexperienced: First 240 hours..... Second 240 hours.....	35 cents an hour..... 30 cents an hour..... 20 cents an hour..... 25 cents an hour.....	Do. <sup>50</sup> Do. <sup>50</sup> Do. <sup>50</sup> Do. <sup>50</sup>
No. 3..... Directory, May 2, 1938. Mandatory, Sept. 12, 1938.	Laundry and dry cleansing occupations, including helpers, employees of contractors, office workers, errand boys or girls, and casual employees. Laundry, i. e., any activity concerned with the washing, ironing, or processing incidental thereto of any fabric or laundry wares; collection, distribution, or sale of laundry service; producing or rendering of such activity or service by the employer upon his own behalf or for others, more specifically by hotels, overnight camps, clubs, business establishments, factories, bakeries, and other like establishments. <i>Exceptions:</i> Wards or charges of any charitable organization.	Women and minors.....	30 cents an hour.....	Do. <sup>50</sup>

<b>South Dakota:</b> July 1, 1923. (Wage fixed in law.) <sup>41</sup>	Dry cleansing, i. e., any activity concerned with the cleaning, refreshing or restoration of any fabric and/or of any article of wearing apparel, including pressing or other work incidental thereto or performed in connection therewith; collection, distribution, or sale of dry-cleaning service; producing or rendering of such activity or service by the employer upon his own behalf or for others, more specifically by hotels, clubs, and like business establishments.	Experienced women and girls over 14 years.	\$12 a week.....	10 a day, 54 a week. <sup>42</sup>
<b>Utah:</b> No. 1, Feb. 1, 1938 <sup>43</sup>	Factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.	Women and minors.....	\$16 a week..... Time and one-half..... 45 cents an hour.....	7 a day (7½ on 1 day), 42½ a week. Over 42½ a week. <sup>44</sup> Less than 42½ a week.
Recommendations of wage board, Oct. 16, 1937.	Retail trade, i. e., selling of merchandise to the consumer, not for purpose of resale in any form within the State. <i>Exception:</i> Educational institutions offering merchandise for sale on premises for accommodation of students.	Women and minors.....	\$16 a week..... Time and one-third.....	8 a day, 44 a week. Over 44 a week. <sup>44</sup>
Recommendations of wage board, Jan. 14, 1938.	Manufacturing, i. e., processing and conversion of materials and products including candy, clothing, foods (including poultry products, dairy products), cosmetics and boxes; millinery, bookbinding, job press feeding establishments.	Women and minors..... Part-time (less than standard day or week).	\$14 a week..... 40 cents an hour..... 31½ cents an hour..... 30 cents an hour..... Time and one-half..... 33 cents an hour.....	7½ a day, 45 a week. First 2 hours. After first 2 hours. 8 a day, 45 a week. Over 45 to 48 a week. <sup>44</sup> Less than 24 a week.
Recommendations of wage board, Mar. 17, 1938.	Restaurant, i. e., all places selling food or beverages in solid or liquid form.	Women and minors.....	\$16 a week..... 40 cents an hour.....	8 a day, 48 a week. <sup>44</sup> Less than 8 a day.
Recommendations of wage board, Apr. 12, 1938.	Laundry, i. e., any place where washing, ironing, cleaning, pressing, or processing incidental thereto, of any kind of washable fabric is conducted, including laundry departments in hotels, hospitals, factories, and other places. Dry cleaning and dyeing, i. e., cleaning, dyeing, pressing, or processing incidental thereto, for compensation, of wearing apparel, household furnishings, rugs, textiles, fur, leather, or fabric of any kind; collection, sale, resale, or distribution at retail or wholesale by cleaning, dyeing, and pressing establishments, laundries, department stores, hotels or by any other type of establishment.	Women and minors.....	\$16 a week..... 40 cents an hour.....	8 a day, 48 a week. <sup>44</sup> Less than 8 a day.

<sup>41</sup> Session Laws 1919, Act. 45.<sup>42</sup> Legal maximum hours, except for telephone and telegraph operators, artists, nurses, and domestics.<sup>43</sup> Legal maximum hours for women and minors 16 and under 18.<sup>44</sup> Session laws, 1923, ch. 309.<sup>45</sup> Legal maximum hours.<sup>46</sup> Restraining order has prevented enforcement. (Wage order held void by State Supreme Court, Dec. 14, 1938.)<sup>47</sup> Legal maximum hours 8 a day, 48 a week, for women; 8 a day, 44 a week, for children under 18.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Utah—Continued.</b> Recommendations of wage board, June 15, 1938.	Beauty culture, i. e., all processes concerned with shampooing, waving, or straightening hair, scalp or facial treatments; eyebrow shaping; eyelash and eyebrow dyeing; manicuring and hand and arm massage; hair cutting or trimming; hair tinting and bleaching; removal of superfluous hair, warts, or moles by use of an electric needle; demonstrating the use of cosmetics, supplies, and equipment.	Women and minors (including desk appointment girls and all other).	\$16.50 a week..... Time and one-half..... 37½ cents an hour.....	8 a day, 44 a week. Over 44 a week. Less than 8 a day, or 44 a week.
<b>Washington:</b> No. 23 (Women)..... No. 24 (Minors). Oct. 4, 1921.	Public housekeeping, i. e., work of linen-room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, elevator operators, janitresses, laundry workers (except commercial laundry), and any other occupation properly classified under public housekeeping. Establishments include hotels, rooming houses, boarding houses, restaurants, cafes, cafeterias, lunch rooms, tea rooms, apartment houses, hospitals (not nurses), philanthropic institutions, and any other properly classified under this industry.	Women over 18 years.....  Minors under 18 years..... Each 4 months.....	\$14.50 a week..... \$2.50 a day.....  35 cents an hour..... \$12 a week..... \$1 a week increase until adult minimum of \$14.50 is reached.  (Deductions allowed for meals or lodging.)	48 a week (6 days.) <sup>55</sup> 8 a day, 1 or more days a week. <sup>55</sup> Less than 8 a day. 8 a day, 6 days a week. <sup>56</sup>
No. 25, Dec. 14, 1921..... No. 27, Dec. 14, 1921.....	Laundry, dry-cleaning or dye works. Telephone or telegraph or other public occupation other than public housekeeping, laundry, dry-cleaning and dye works, mercantile, and manufacturing.	Women over 18 years..... Women over 18 years (other than apprentices).	\$13.20 a week..... \$13.20 a week.....	Do. <sup>55</sup> 6 days a week. <sup>55</sup>
No. 28, Dec. 31, 1921..... No. 29, Jan. 22, 1922.....	Mercantile..... Manufacturing.....	Women over 18 years..... Women: Experienced, i. e., having served an apprenticeship at plant where employed, or an apprenticeship and 3 months at particular work at which an apprentice. Inexperienced: Optional schedules: (A) 4 periods, 3 months each..... (B) 4 periods, 2 months each..... (C) 4 periods, 6 weeks each..... (D) 4 periods, 1 month each..... (E) 4 periods, 1 week each..... Piece workers, after 60 days at prevailing piece rates.	\$13.20 a week..... \$13.20 a week.....          \$9, \$10, \$11, \$12 a week..... \$9, \$10, \$11, \$12 a week..... \$9, \$10, \$11, \$12 a week..... \$9, \$10, \$11, \$12 a week..... \$9, \$10, \$11, \$12 a week..... \$9	Do. <sup>55</sup> 8 a day, 6 days a week. <sup>55</sup>          Do. <sup>55</sup> Do. <sup>55</sup> Do. <sup>55</sup> Do. <sup>55</sup> Do. <sup>55</sup> Do. <sup>55</sup>

No. 31, Oct. 27, 1922.	Mercantile, manufacturing, printing, laundering, or dye-works establishment, sign-painting, machine or repair shop, or parcel-delivery service or any other industry than public housekeeping; as stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoicer, comptometer operator, or any clerical office work whatsoever, including assistants and helpers in doctors' and dentists' offices; any other occupation, trade, or industry. <i>Exception:</i> Telephone or telegraph messengers in rural communities and cities of less than 3,000 population who are not continuously employed and who are paid piece rates.	Minors under 18 years..... Each 6 months.....	\$9 a week..... \$1 a week increase until adult minimum of \$13.20 is reached.	Do. <sup>55</sup> Do. <sup>56</sup>
No. 32, Oct. 1, 1934.	Fresh-fruit packing, vegetable packing and dried-fruit industries.	Women and minors: Experienced..... Inexperienced: First 2 weeks..... Second 2 weeks..... Overtime.....	27½ cents an hour..... 22½ cents an hour..... 25 cents an hour..... Time and a half..... Double time..... Time and one-quarter..... Time and one-half..... Double time.....	10 a day. Do. Do. Over 10 to 12 a day. Over 12 a day. 7th day, first 8 hours. 7th day, over 8 to 12. 7th day, over 12.
No. 34, May 6, 1937.	Cannery (fruit, vegetable, fish, shell fish, dog foods, or any other products preserved for food purposes).	Women and minors.....	37½ cents an hour.	
No. 35, Sept. 7, 1937.	Beauty culture, i. e., hairdressing, manicuring, hair manufacturing, massage, marcel waving, permanent waving, cosmetology, haircutting, and other work performed in beauty parlors and similar establishments.	Women (experienced operators)..... Part-time (not defined).....	\$15 a week..... 35 cents an hour.	Regular week, i. e., not more than 48 a week.
No. 36, Dec. 7, 1937.	Apartment house.....	Women and minors.....	\$16 a week..... 37½ cents an hour.....	Full week. Less than 48 a week.
Wisconsin: No. 1, June 10, 1932.	Any occupation, trade or industry.....	Women and minors: 17 years and over: Experienced: Cities of 5,000 or more.....  Cities under 5,000..... Inexperienced (2 periods, 3 months each). 16 and under 17 years: <sup>58</sup> Experienced..... Inexperienced (6 months or part of season).	22½ cents an hour.....  20 cents an hour..... 16, 18 cents an hour.....  18 cents an hour..... 16 cents an hour.....	Women: In general, 9 a day, 50 a week; hotels, 10 a day, 55 a week. Minors under 18, 8 a day, 40 a week. <sup>57</sup> Do. <sup>57</sup> Do. <sup>57</sup>  8 a day, 40 a week. Do.

<sup>55</sup> Legal maximum hours 8 a day in any mechanical or mercantile establishment, laundry, hotel, or restaurant.<sup>56</sup> Legal maximum hours.<sup>57</sup> Legal maximum hours, but under the 9-50 hour provision women may be employed 10 hours a day during emergency periods not exceeding 4 weeks a year, if time and a half is paid and weekly hours do not exceed 55.<sup>58</sup> Minors producing the same output as employees in a higher wage classification must be paid the minimum rate for such class.



## ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Wisconsin—Contd. No. 1, June 10, 1932...	Any occupation, trade or industry.....	Women and minors—Continued. 14 to 15 years: <sup>58</sup> Experienced.....	18 cents an hour.....	8 a day, 40 a week.
		Inexperienced (1 year or season).....	16 cents an hour.....	Do.
Special orders, season 1938.	Pea canning; bean, cherry, corn, spinach, strawberry, and tomato canning.		(Deductions allowed for meals or lodging.)	
		Domestic servants: Board furnished.....	\$6 a week.....	50 a week or more.
		Board and lodging furnished.....	\$4.25 a week.....	Do.
			Hourly rates.....	Less than 50 a week.
		Women and minors: 17 years and over: Experienced: Cities of 5,000 or more.....	22½ cents an hour.....	Women and minors: 9 a day, 54 a week during season.
		Cities under 5,000.....	20 cents an hour.....	Exceptions for women over 18, 8 emergency days 11 hours each in pea canning, 10 in all other; 60 a week.
		Inexperienced (1 season or part of a season in the industry).	16 cents an hour.....	Before and after season, 9 a day, 50 a week for women over 18; 8 a day, 40 a week for minors under 18.
		Women 18 years and over: Overtime.....	1½ times basic minimum.....	Over 9 to 11 a day—pea can- ning; over 9 to 10—all other canning. (See above.)
		Minors: 16 and under 17: Experienced.....	18 cents an hour.....	9 a day, 54 a week during season; after season 8 a day, 40 a week.
		Inexperienced (first season).....	16 cents an hour.....	Do.

<sup>58</sup> Minors producing the same output as employees in a higher wage classification must be paid the minimum rate for such class.

# ANALYSIS OF STATE MINIMUM-WAGE LAWS

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
<b>Arizona:</b> Revised code 1928, sec. 1391; session laws 1937 (2d special session), ch. 20.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the advice of the senate, for terms of 6 years.)	Investigation at discretion of commission, or on petition of 20 or more residents of the State engaged in any particular occupation, to ascertain whether substantial number of women or minors in that occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in its possession, commission shall appoint a wage board without special investigation.	Commission appoints wage board of 3 representatives each of employers and employees and 1 industrial commissioner to be designated chairman. After studying evidence and testimony of witnesses board must, within 10 days after its organization, submit a report recommending minimum fair wage standards. Within 10 days, commission must accept or reject this report. If accepted, commission issues a directory order. After 60 days, if no appeal has been taken, the order becomes mandatory.	Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage sufficient to meet cost of living necessary for health and fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, the commission or wage board shall consider the minimum cost of living, and wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any class of work in any industry, trade, business, or branch thereof. <i>Exceptions:</i> Domestic service in the home of the employer; agricultural labor.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>Arkansas:</b> Digest of the statutes (Crawford and Moses) 1921, secs. 7108, 7111-7114; supplement 1927, secs. 7109-7110; session laws 1935, ch. 150; 1937, ch. 83.	Industrial welfare commission. (Commission is composed of the commissioner of labor and statistics as chairman and 2 men and 2 women; 1 man and 1 woman appointed by the governor, the others by the commissioner of labor, and 1 man and 1 woman to represent employers, the other man and woman to represent employees. All members appointed for terms of 2 years.)	Investigation at discretion of commission to determine necessity of raising or lowering the minimum wage set by law.	Minimum wage set by law but commission has power to raise or lower such wage in any occupation, trade, or industry after investigating and holding public hearings. Commission has power, after public hearing, to establish regulations for hotels and restaurants provided the wage rate is not lower than will supply the cost of proper living and safeguard health and welfare, and provided also that it shall not exceed the rate established by law.	Noncompliance punishable by fine.	Wage adequate to supply necessary cost of proper living and to maintain health and welfare.	Manufacturing, mechanical, or mercantile establishment, laundry, express or transportation company, hotel, restaurant, eating place, bank, building and loan association, insurance company, finance or credit business; company supplying electricity or water; work in elevators. <i>Exceptions:</i> Cotton factories; gathering of fruits or farm products; railroad companies whose hours are regulated by Federal laws.	Females.....	
<b>California:</b> Deering's Labor Code 1937, secs. 61, 70-73, 1171-1203.	Industrial welfare commission through division of industrial welfare in department of industrial relations. (Industrial welfare commission is composed of 5 persons, at least 1 of whom shall be a woman, appointed by the governor for terms of 4 years.)	Investigation at discretion of commission to ascertain whether wages paid are inadequate to supply the cost of proper living. Investigation conducted by examining books, papers, pay rolls, records, and witnesses and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need commission shall call a wage board.	Commission calls wage board composed of an equal number of representatives of employers and employees in an industry with a representative of the commission as chairman. After studying the evidence, the board recommends minimum-wage rates to the commission, which, after a public hearing, fixes the minimum rates for the industry and issues a mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and costs.	.....do.....	Any occupation, trade, or industry.	Women; minors (girls under 21, boys under 18 years of age).	Any woman physically defective by age or otherwise may be granted license fixing a lower wage. License must be renewed every 6 months. Apprentice or learner: Special wage for fixed period.
<b>Colorado:</b> Statutes 1935, ch. 97, secs. 5, 236-256; session laws 1937, ch. 189.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the consent of the senate, for terms of 6 years. Not more than 1 member may represent employees, nor more than 1 employers.)	Investigation at request of not less than 25 persons engaged in occupation or at discretion of commission if there is reason to believe that substantial number of employees are paid wages inadequate to supply necessary cost of living and maintain health. Investigation conducted by examining books, pay rolls, papers, other records, and witnesses, and by public hearings at which employers, employees, or other interested persons may testify. If convinced of need commission either fixes minimum-wage rates or appoints a wage board.	Commission sets minimum wage for occupation and issues mandatory order; or commission establishes a wage board composed of not more than 3 representatives of employers, an equal number of representatives of employees and of the public, and, if it so desires, a representative of the commission. The representatives of the employers and the employees to be elected by their respective groups; at least 1 member of every group to be a woman. The wage board investigates the occupation and reports to the commission a minimum wage, which the commission may accept or reject. After acceptance and a public hearing, commission issues mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and costs.	Wage sufficient for living wage. Wage fair and reasonable, and consistent with maintenance of health and morals. Suitable wage for minors.	Any occupation, i. e., any and every vocation, trade, pursuit, or industry.	Women; minors (persons of either sex under 18 years of age).	In an occupation in which only time rates are established, a woman physically defective or crippled by age or otherwise or less efficient than a woman worker of ordinary ability may be granted license authorizing a wage less than the minimum. Number so licensed must not exceed $\frac{1}{10}$ of the total number of workers in an establishment.
<b>Connecticut:</b> Cumulative supplement to general statutes 1931-35, pp. 374-381, secs. 910c-923c; 1937 supplement, p. 286, sec. 577d.	Commissioner of labor and factory inspection or director of minimum-wage division which may be set up in the department of labor.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need commissioner shall appoint a wage board.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report, recommending minimum fair wage standards. Commissioner, within 10 days, must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 3 months and following a public hearing, commissioner may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage commissioner and wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any sweatshop occupation, i. e., an industry, trade, business, or occupation paying an unfair and oppressive wage. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>District of Columbia:</b> U. S. Statutes at Large 1917-19, vol. 40, pt. 1, pp. 960-964; Public, No. 654, 1938.	Minimum-wage board. (Board is composed of 3 members appointed by the District commissioners for terms of 3 years, 1 member each to represent employers, employees, and the public.)	Investigation at discretion of board to ascertain whether substantial number of women in an occupation are paid wages inadequate to supply the necessary cost of living and maintain health and morals. Investigation conducted by examining books, registers, pay rolls, and other records of employers and witnesses and by public hearings at which any interested person may testify. If convinced of need, board may convene a conference.	Board appoints wage conference composed of an equal number of representatives, but not more than 3, of employers and employees, not more than 3 of the public, and 1 or more members of the board. After investigation the conference submits a report, recommending minimum-wage standards, which the board may approve or disapprove. If approved, report must be published and public hearing held. After final approval of conference report, minimum-wage board issues mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and attorney's fees.	Wage adequate to supply necessary cost of living to women and to maintain them in health and protect their morals. Wage not unreasonably low for minors.	Any occupation, i. e., any business, industry, trade, or branch thereof. <i>Exception:</i> Domestic service.	Women; minors (persons of either sex under 18 years of age).	In an occupation in which only time rates are established, a woman whose earning capacity has been impaired by age or otherwise may be granted license authorizing a wage less than the minimum. Learner or apprentice for fixed period.



## ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
<b>Illinois:</b> Revised statutes (Cahill) 1935, ch. 48, secs. 238-256.	Department of labor.....	Investigation at discretion of department, or on petition of 50 or more residents of any county, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need, on basis of information in possession of department, director shall appoint a wage board without special investigation.	Director appoints wage board composed of an equal number of representatives, but not more than 2, of employers and employees, and 1 representative of the public to be designated chairman. After studying evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, department must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, department issues a directory order. After 9 months, and following a public hearing, department may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, department and wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (females under 18 and males under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>Kansas:</b> General statutes 1935, secs. 44-601a, 44-637, 44-639 to 44-650, 74-704.	Commission of labor and industry. (Commission is composed of 3 members appointed by the governor, by and with the consent of the senate, for terms of 4 years.)	Investigation at discretion of commission to ascertain whether substantial number of women and minors in an occupation are paid wages inadequate to supply the necessary cost of living and maintain health. If convinced of need commission shall publish notice of public hearing.	Commission holds a public hearing and issues a mandatory order.	Noncompliance a misdemeanor punishable by fine. Employee may recover back wages, costs, and attorney's fees.	Wages reasonable and not detrimental to health and welfare.	Any occupation.....	Women; minors (females under 18 and males under 21 years of age <sup>1</sup> ).	
<b>Kentucky:</b> Session laws 1938, ch. 105.	Commissioner of industrial relations.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet the minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, other records of employers, and witnesses. If convinced of need on basis of information in his possession, commissioner shall request the governor to appoint a wage board without special investigation.	Governor, at request of commissioner, appoints wage board composed of 9 members, 3 representatives each of employers, employees, and the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 3 months, and following a public hearing, the commissioner may make the order mandatory.	Publication of names of employers not complying with either directory or mandatory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wages fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, commissioner and wage board shall consider cost of living and wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm; person, firm, or corporation subject to regulation by the State public service commission.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical deficiency or injury, may be granted license authorizing a wage less than the minimum for a fixed period.
<b>Louisiana:</b> Session laws 1938, Act 362.	Commissioner of labor and director of minimum-wage division which shall be set up in the department of labor.	Investigation at discretion of commissioner to ascertain whether wages paid to female employees in an occupation are inadequate to supply the necessary cost of living and maintain health. Investigation conducted by calling for statements and examining books, pay rolls, other records of employers, and witnesses, and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need commissioner is empowered to call a conference.	Commissioner calls conference composed of an equal number of representatives of employers and employees in the occupation or industry in question and 1 or more representatives of the public, 1 of the public group to be designated chairman, but public representatives must not exceed the number in either of the other groups. After studying evidence and testimony of witnesses, the conference, on request of the commissioner, must within 60 days of its organization, submit a report recommending minimum-wage standards. The commissioner may accept or reject this report. If accepted, public hearing must be held. After final approval of conference report, commissioner issues a mandatory order.	Noncompliance a misdemeanor punishable by fine. Employee may recover back wages, costs, and attorney's fees.	Wage adequate to supply necessary cost of living and maintain health.	Any occupation, trade or industry. <i>Exceptions:</i> Labor on a farm, domestic service; municipalities having population of 10,000 or less.	Women and girls.....	Any woman or girl physically defective or crippled by age or otherwise, or any apprentice, may be granted license authorizing a wage less than the minimum.
<b>Massachusetts:</b> Session laws 1937, ch. 401; 1938, ch. 237.	Minimum-wage commission established in the department of labor and industries under control of commissioner of labor and industries and consisting of associate commissioners of labor and industries.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the Commonwealth, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need, on basis of information in its possession, commission shall appoint a wage board without special investigation.	Commission appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, the commission must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 3 months and following a public hearing commissioner may make the order mandatory.	Publication of names of employers not complying with directory or mandatory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, commissioner and wage board may consider cost of living and wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.

<sup>1</sup> Decision of State attorney general, Aug. 13, 1938.



ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
<b>Minnesota:</b> General statutes 1927, secs. 4033, 4210-4232; session laws 1937, ch. 79.	Industrial commission. (Commission is composed of 3 members appointed by governor, by and with the advice and consent of the senate, for terms of 6 years.)	Investigation at discretion of commission, or on request of at least 100 persons engaged in occupation, to ascertain whether one-sixth or more women or minors are paid less than living wage. Investigation conducted by examining papers, books, witnesses, and by holding public hearings at which employers, employees, or other interested persons may testify. If convinced of need commission either fixes minimum-wage rates or appoints an advisory board.	Commission sets a minimum wage and issues a mandatory order; or commission establishes an advisory board of not less than 3 or more than 10 representatives of employers, an equal number of representatives of employees, and 1 or more of the public, the representatives of the public, not to exceed the number in either of the other groups. At least one-fifth of the members of the board must be women and the public group must include at least 1 woman. After investigation the board recommends minimum-wage rates which the commission may accept or reject. After acceptance, or after commission determines the minimum wage without appointing an advisory board, it issues a mandatory order.	Refusal to comply with law a misdemeanor punishable by fine or imprisonment. Employee may recover back wages, costs, and attorney's fees.	Wage sufficient to maintain health and supply necessary comforts and conditions of life.	Any occupation, i. e., any business, industry, trade, or branch of trade.	Women; minors (persons of either sex under 21 years of age).	In an occupation in which only time rates are established, a woman physically defective may be granted license authorizing a wage less than the minimum. Number so licensed must not exceed one-tenth of the total number of workers in an establishment.
<b>Nevada:</b> Session laws 1937, ch. 207.	Labor commissioner		Minimum wage fixed by law	Noncompliance a misdemeanor, punishable by fine or imprisonment, or both.	Wage sufficient to maintain health and welfare.	Private employment. <i>Exceptions:</i> Domestic service; State, county, city, or town employees.	Any female	Probationary period not to exceed 3 months.
<b>New Hampshire:</b> Session laws 1933, ch. 87.	Labor commissioner	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered and less than sufficient to meet the minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, commissioner shall appoint a wage board without special investigation.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 5 months and following a public hearing the commissioner may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, commissioner and wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>New Jersey:</b> Revised statutes 1937, vol. 2, secs. 34:1-1, 34:11-34 to 34:11-56.	Commissioner of labor or the director of the minimum-wage division which shall be set up in the department of labor.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet the minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information acquired by special investigation or otherwise, commissioner shall appoint a wage board.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 9 months and following a public hearing the commissioner may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, commissioner and wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm; employment in a hotel.	do	Do.
<b>New York:</b> Cahill's Consolidated Laws, Supplement 1937, ch. 32, secs. 550-566.	Industrial commissioner	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State engaged in or affected by an occupation, to ascertain whether substantial number of women or minors in the occupation are paid wages insufficient to provide adequate maintenance and to protect health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, commissioner shall appoint a wage board without special investigation.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum-wage standards. Within 10 days commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 3 months and following a public hearing, the commissioner may make the order mandatory.	Publication of names of employers not complying with either directory or mandatory order. Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	In determining minimum wage for any service of class of service, commissioner and wage board may consider: (1) The amount sufficient to provide adequate maintenance and to protect health; (2) the value of the service or class of service rendered; and (3) wages paid in the State for like or comparable work.	Any occupation, i. e., any industry, trade, business or class of work. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	do	Do.



## ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
<b>North Dakota:</b> Supplement to compiled laws 1913-25, secs. 396b3, 396b6-396b9, 396b11-396b16; session laws 1935, ch. 162.	Commissioner of agriculture and labor.	Investigation at discretion of commissioner to ascertain whether substantial number of women in any occupation are paid wages inadequate to supply the necessary cost of living and maintain health. Investigation conducted by examining books, pay rolls, other records, and witnesses, and by holding public hearings at which any interested persons may testify. If convinced of need commissioner may convene a conference.	Commissioner appoints conference composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, and the commissioner. After studying evidence and testimony of witnesses, the conference submits a report recommending minimum-wage standards. Commissioner must accept or reject this report. If accepted, notice must be published and public hearing held. After final approval commissioner issues a mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and attorney's fees.	Wage adequate to supply necessary cost of living to women workers and to maintain health. Wages not unreasonably low for minors.	Any occupation, i. e., any business, industry, trade, or branch thereof. <i>Exceptions:</i> Agriculture; domestic service.	Women; minors (persons of either sex under 18 years of age).	Any female physically defective by age or otherwise, or any apprentice or learner, may be granted license authorizing a wage less than the minimum.
<b>Ohio:</b> General Code (Page) 1937, secs. 154-45d to 154-45t.	Director of industrial relations or the superintendent of the minimum-wage division which shall be set up in the department of industrial relations.	Investigation at discretion of director, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, director shall appoint a wage board without special investigation.	Director appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days director must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, director issues a directory order. After 3 months and following a public hearing the director may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, director, superintendent, or wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>Oklahoma:</b> Session laws 1937, ch. 52.	Industrial welfare commission. (Commission composed of governor, commissioner of labor, and chairman of State industrial commission.)	Investigation at discretion of commission to determine whether wages paid employees in an occupation are inadequate to supply necessary cost of living and maintain health. Investigation conducted by calling for statements, examining books, pay rolls, or other records of employers, and by holding public hearings at which any interested persons may testify. If convinced of need commission is empowered to call a conference.	Commission appoints conference composed of equal number of representatives of employers and employees, and 1 or more representatives of the public (but public representatives must not exceed the number in either of the other groups), and a member of the commission who shall act as chairman. Conference recommends minimum wage which the commission may accept or reject. If accepted, the commission issues a mandatory order.	Failure to pay minimum wage a misdemeanor, punishable by fine. Employee may recover back wages, costs, and attorney's fees.	Wage adequate to supply necessary cost of living and to maintain health. Suitable wage for minors.	Any industry or occupation. <i>Exceptions:</i> Agriculture, horticulture, dairy or stock raising.	Men and women; minors (persons of either sex under 18 years of age).	Any employee physically defective or crippled by age or otherwise or any apprentice may be granted license authorizing a wage less than the minimum for a fixed period.
<b>Oregon:</b> Code 1930, vol. 3, secs. 49-304, 49-305, 49-307 to 49-319; supplement 1935, secs. 49-302a to 49-302c, 49-303, 49-306.	State welfare commission. (Commission is composed of 3 unsalaried members appointed by the governor for terms of 4 years. The commissioner of labor is to serve as secretary and executive officer.)	Investigation at discretion of commission to ascertain whether substantial number of women are paid wages inadequate to supply the necessary cost of living and maintain health. Investigation conducted by examining witnesses, books, pay rolls, and other records of employers and by holding public hearings at which interested persons may testify. If convinced of need commission may convene a conference.	Commission appoints conference composed of an equal number of representatives, but not more than 3, of employers and employees, not more than 3 representatives of the public, and 1 or more commissioners. Commission shall designate the chairman. After studying evidence and testimony of witnesses, conference must submit a report recommending minimum-wage standards. The commission must accept or reject this report. If accepted notice must be published and public hearing held. After final approval commission issues a mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and attorney's fees.	Wage adequate to supply necessary cost of living to women workers and to maintain health. Wage not unreasonably low for minors.	Any occupation, i. e., any and every vocation, pursuit, trade, or industry.	Women; minors (persons of either sex under 18 years of age).	In an occupation in which only time rates are established, a woman physically defective or crippled by age or otherwise may be granted license authorizing a wage less than the minimum.
<b>Pennsylvania:</b> Session laws 1937, Act 248.	Department of labor and industry.	Investigation at discretion of department, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors are paid wages less than sufficient to maintain health or efficiency. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in possession of department, secretary of labor and industry shall appoint a wage board without a special investigation.	Secretary appoints wage board composed of an equal number of representatives, but not more than 3, of employers, employees, and the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, the department must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report department issues a directory order. After 3 months, and following a public hearing, department may make the order mandatory.	Publication of names of employers not complying with directory or mandatory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining a minimum fair wage, secretary and wage board may consider cost of living and wages paid in the State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade, business, or class of work. <i>Exceptions:</i> Domestic service in the home of the employer; service in a religious community or charitable institution; labor on a farm; boys lawfully employed in sale and delivery of newspapers and magazines; persons subject to provisions of Federal Railway Labor Act.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury, may be granted license authorizing a wage less than the minimum for a fixed period.



# ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
<b>Puerto Rico:</b> Session laws 1919, Act 45; 1931, Act 15, sec. 10.	Commissioner of labor		Minimum wage fixed by law	Noncompliance a misdemeanor, punishable by fine.		Industrial occupations; commercial or public-service undertakings. <i>Exceptions:</i> Agriculture and agricultural industries.	Women and girls	Apprenticeship period of 3 weeks.
<b>Rhode Island:</b> Session laws 1936 (January session), ch. 2289.	Director of labor and commissioner appointed as chief of division of women and children.	Investigation at discretion of director or commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered, less than the industry can afford to pay, and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining registers, pay rolls, other records of employers, and witnesses. If convinced of need on basis of information in his possession, director shall appoint a wage board without special investigation.	Director appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days director shall accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report director issues a directory order. After 3 months and following a public hearing the director may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered and not greater than the industry can afford to pay. In determining a minimum fair wage, the commissioner and the wage board may consider (1) wages paid in this and other States for like or comparable work by employers voluntarily maintaining minimum fair wage standards and (2) what wages the industry can afford to pay.	Any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>South Dakota:</b> Compiled laws 1929, secs. 10022-B to 10022-E; session laws 1931, chs. 173, 174.	Secretary of agriculture		Minimum wage fixed by law	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and costs.	A living wage	Any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.	Any woman or girl over the age of 14 years.	Any woman mentally or physically deficient or disabled may be granted a permit authorizing a wage lower than the minimum. Apprentice or learner if employer obtains permission to employ.
<b>Utah:</b> Revised statutes 1933, secs. 42-1-1, 103-1-16; session laws 1933, ch. 38.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the consent of the senate, for terms of 6 years.)	Investigation at discretion of commission to determine whether wages paid to women and minors in an occupation are inadequate to supply the cost of proper living. Investigation conducted by examining books, papers, pay rolls, or records, and witnesses and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need commission shall call a wage board.	Commission calls wage board composed of an equal number of representatives of employers and employees with a representative of the commission as chairman. After studying the evidence the board recommends minimum-wage rates to the commission, which, after a public hearing, fixes the minimum rates for the industry and issues a mandatory order.	do	Wage adequate to supply necessary cost of proper living and to maintain health and welfare.	Any occupation, trade, or industry.	Women; minors (females under 21, males under 18 years of age).	Any woman physically defective by age or otherwise may be granted license authorizing a wage lower than minimum. License must be renewed every 6 months. Apprentice or learner: Special wage may be set by commission for specified period.
<b>Washington:</b> Remington's Revised Statutes 1931, secs. 7623-7641, 10833, 10835, 10840, 10893; session laws 1935, ch. 176.	Industrial welfare committee. (Committee is composed of the director of labor and industries, appointed by the governor with the consent of the senate and holding office at his pleasure; the supervisor of industrial insurance and the supervisor of industrial relations appointed by the director of labor and industries; the supervisor of women in industry and the industrial statistician appointed by the supervisor of industrial relations with the approval of the director of labor and industries.)	Investigation at discretion of the committee to ascertain whether wages paid to female employees in an occupation are inadequate to supply the necessary cost of living and maintain health. Investigation conducted by examining books, pay rolls, other records of employers, and witnesses, and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need committee is empowered to call a conference.	Committee calls conference composed of an equal number of representatives of employers and employees in an occupation or industry, 1 or more representatives of the public, the number not to exceed that in either of the other groups, and a member of the committee to act as chairman. The conference recommends a minimum wage, which the committee may accept or reject. If accepted the committee issues a mandatory order. Committee may at any time after inquiry determine suitable wages for minors and issue mandatory order.	Noncompliance a misdemeanor, punishable by fine. Employee may recover back wages, costs, and attorney's fees.	Wage adequate to supply necessary cost of living and maintain health. Suitable wage for minors.	do	Women; minors (persons of either sex under 18 years of age).	Any woman physically defective or crippled by age or otherwise, or any apprentice, may be granted license authorizing a lower wage.
<b>Wisconsin:</b> Statutes 1937, secs. 101.01 to 101.28, 104.01 to 104.12, 319.01.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the advice and consent of the senate, for terms of 6 years.)	Investigation at discretion of commission, or on the filing of a verified complaint of any person, to ascertain whether wage paid to any woman or minor is not a living wage.	Commission appoints an advisory wage board selected to represent fairly employers, employees, and the public. The living wage determined by the commission and this advisory board shall be the minimum wage.	Employer not complying shall forfeit and pay into State treasury.	Living wage, i. e., sufficient to maintain worker under conditions consistent with welfare, welfare to mean and include reasonable comfort, reasonable physical well-being, decency, and moral well-being.	Every person in receipt of, or entitled to, any compensation for labor performed for any employer.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor unable to earn the living wage may obtain license fixing a lower wage.